

DEPARTMENT OF THE AIR FORCE

FY 1997 BUDGET ESTIMATES
SUBMITTED TO CONGRESS MARCH 1996



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MILITARY PERSONNEL, AIR FORCE

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SECTION 1

SUMMARY OF REQUIREMENTS BY BUDGET PROGRAMS

SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

(In Thousands of Dollars)

	FY 1995 <u>Actual</u>	FY 1996 <u>Estimate/1</u>	FY 1997 <u>Estimate</u>
<u>Direct Program</u>			
Pay and Allowances of Officers	5,831,603	5,855,716	5,786,985
Pay and Allowances of Enlisted	10,084,259	9,733,355	9,591,746
Pay and Allowances of Cadets	35,793	35,518	35,792
Subsistence of Enlisted Personnel	687,128	686,496	739,390
Permanent Change of Station Travel	813,493	855,548	823,332
Other Military Personnel Programs	92,303	67,710	65,905
TOTAL DIRECT PROGRAM	17,544,579	17,234,343	17,043,150
<u>Reimbursable Program</u>			
Pay and Allowances of Officers	188,339	106,721	113,747
Pay and Allowances of Enlisted	445,196	82,724	92,976
Permanent Change of Station Travel	31,924	2,545	2,624
Subsistence of Enlisted Personnel			34,003
TOTAL REIMBURSABLE PROGRAM	665,459	191,990	243,350
<u>Total Program</u>			
Pay and Allowances of Officers	6,019,942	5,962,437	5,900,732
Pay and Allowances of Enlisted	10,529,455	9,816,079	9,684,722
Pay and Allowances of Cadets	35,793	35,518	35,792
Subsistence of Enlisted Personnel	687,128	686,496	773,393
Permanent Change of Station Travel	845,417	858,093	825,956
Other Military Personnel Programs	92,303	67,710	65,905
TOTAL PROGRAM	18,210,038	17,426,333	17,286,500

1 Includes \$26.6M for contingencies

SECTION 2

INTRODUCTORY STATEMENT

SECTION 2 INTRODUCTORY STATEMENT

The Military Personnel Appropriation, Air Force provides financial resources to compensate active military personnel required to support the approved force structure. The tables in Sections 1 through 5 contain budget data for Pay and Allowances of Officers, Enlisted and Cadets; Subistence of Enlisted Personnel; Permanent Change of Station Travel (PCS); and Other Military Personnel costs. Retired pay accrual is reflected in Pay and Allowances of Officers and Enlisted personnel, as appropriate. Unemployment compensation and social security benefits are under Other Military Costs. The budget activity structure and detailed justification demonstrate how the military personnel program is managed and controlled. It displays the inventory of officers, enlisted personnel and cadets with the associated workyears. This management overview encompasses a wide range of personnel actions that involve requirements dealing with grade structure, promotions, gains and losses, flight status, BAS, PCS travel and other related personnel issues and requirements.

The Air Force has planned a reduction of 19,309 in programmed end-strength between FY 1995 and FY 1997. Most of the reduction is attributable to force structure draw down, Congressionally approved based closures, reduced infrastructure and overhead, and management improvements. This brings our military end-strength to its lowest level since before the 1948 Berlin Airlift.

The budget includes funding requirements for special separation benefit (SSB) and 15 year retirement (TERA) in FY 1995. Currently, we do not anticipate any requirements for the voluntary separation incentive (VSI) and SSB programs after FY 1995. The TERA program is reflected in the budget request for FY 1996 and 1997 to further minimize involuntary separations and continue shaping the force while achieving force reductions. TERA requires the specific portion between the fifteenth year and the twentieth year be obligated in the fiscal year of retirement. For VSI, specific amounts are identified for contribution to the VSI Trust Fund in order to fully fund the program in accordance with the Board of Actuaries determined payments.

The following Legislative Initiatives (significant cost items) have been included in the budget as approved in the FY 1996 Defense Authorization Act:

Item	Approval	FY 96 Cost (\$M)
E-6 BAQ for Inadequate Qtrs	96 NDAA Sec 603	\$ 0.3
VHA Rate Protection	96 NDAA Sec 605	\$ 5.6
HDIP for Enlisted AWA CS	96 NDAA Sec 615	\$ 0.7
Special Pay for Nurses	96 NDAA Sec 617	\$ 0.4
SDAP Increase For Recruiters	96 NDAA Sec 619	\$ 0.2
Dislocation Allowance For BRAC Moves	96 NDAA Sec 624	\$ 0.3
	Total	\$ 7.5

FISCAL YEAR 1995

The Fiscal Year 1995 column reflects the following actions:

- (a) End-Strength and Associated Workyears. The FY 1995 end-strength is 400,409 with 412,401 workyears.
- (b) Funding Level. The FY 1995 budget estimate is \$18,210,038. This includes a total Congressional appropriation of \$17,388,579, plus \$156,000 in requested reprogramming, and \$665,459 in anticipated reimbursements from the Defense Business Operations Fund (DBOF) and Non-Air Force Activities where Air Force personnel are assigned. Reimbursements decrease substantially for FY 1995 and beyond with the elimination of Air Mobility Command from the DBOF and the transition to civilian equivalency budget rates.
- (c) Retired Pay Accrual. The normal cost percentage for FY 1995 is 35.5 percent of basic pay.
- (d) Pay Raise. The pay raise for FY 1995 is 2.6 percent.
- (e) Inflation. The economic assumption for inflation for FY 1995 is 1.9 percent.

FISCAL YEARS 1996 AND 1997

The Fiscal Year 1996 and 1997 columns reflect the following actions:

- (a) End-Strength and Associated Workyears. The FY 1996 end-strength is projected to be 388,200 with 396,374 workyears. The FY 1997 end-strength is projected to be 381,100 with 387,471 workyears.
- (b) Funding Level. The FY 1996 budget estimate is \$17,426,333 with \$191,990 in anticipated reimbursements. The FY 1997 budget estimate is \$17,286,500 with \$243,350 in anticipated reimbursements.
- (c) Retired Pay Accrual. The normal cost percentages for FY 1996 and 1997 are 32.9 and 32.6 percent of basic pay, respectively.
- (d) Pay Raise. The pay raise adjustments for FY 1996 and 1997 are 2.4 and 3.0 percent, respectively.
- (e) Inflation. The economic assumptions for inflation for FY 1996 and 1997 are 2.0 percent and 2.2 percent, respectively.

SECTION 3

SUMMARY TABLES

SECTION 3

SUMMARY OF MILITARY PERSONNEL STRENGTHS

	FY 1995 Actual		FY 1996 Estimate		FY 1997 Estimate	
	Work	End	Work/1	End	Work/1	End
	Years	Strengths	Years	Strengths	Years	Strengths
<u>Direct Program</u>						
Officers	74,246	75,693	76,222	74,889	75,618	73,265
Enlisted	298,731	299,746	304,549	306,188	305,620	299,668
Cadets	3,924	4,027	3,963	4,000	3,954	4,000
Total Direct Program	376,901	379,466	384,734	385,077	385,192	376,933
<u>Reimbursable Program</u>						
Officers	5,492	2,751	2,106	1,039	1,221	1,180
Enlisted	30,702	18,192	10,334	2,084	2,728	2,987
Cadets	0	0	0	0	0	0
Total Reimbursable Program	36,194	20,943	12,440	3,123	3,949	4,167
<u>Total Program</u>						
Officers	79,738	78,444	78,328	75,928	76,839	74,445
Enlisted	329,433	317,938	314,883	308,272	308,348	302,655
Cadets	3,924	4,027	3,963	4,000	3,954	4,000
TOTAL PROGRAM	413,095	400,409	397,174	388,200	389,141	381,100

1 Includes the following workyears for contingency operations

Officer	922	1,007
Enlisted	4,753	5,443

**MILITARY PERSONNEL, AIR FORCE
AVERAGE STRENGTH BY GRADE
(TOTAL PROGRAM)**

	FY 1995		FY 1996		FY 1997	
	<u>TOTAL</u>	<u>REIMB INCLUDED</u>	<u>TOTAL</u>	<u>REIMB INCLUDED</u>	<u>TOTAL</u>	<u>REIMB INCLUDED</u>
<u>COMMISSIONED OFFICERS</u>						
0-10 GENERAL	10	0	10	0	10	0
0-9 LT GENERAL	35	0	35	0	35	0
0-8 MAJOR GENERAL	91	0	91	0	91	0
0-7 BRIG GENERAL	149	20	140	6	140	4
0-6 COLONEL	4,235	275	4,235	95	4,124	56
0-5 LT COLONEL	11,018	729	10,858	252	10,711	147
0-4 MAJOR	15,980	1,098	16,127	473	16,902	231
0-3 CAPTAIN	33,674	2,440	32,406	945	30,225	586
0-2 1ST LIEUTENANT	7,405	930	7,856	335	7,834	197
0-1 2ND LIEUTENANT	7,141	0	6,570	0	6,767	0
TOTAL	79,738	5,492	78,328	2,106	76,839	1,221
<u>ENLISTED PERSONNEL</u>						
E-9 CHIEF MASTER SERGEANT	3,275	227	3,180	75	3,067	19
E-8 SENIOR MASTER SERGEANT	6,515	534	6,386	176	6,180	44
E-7 MASTER SERGEANT	34,484	2,570	33,188	848	30,833	212
E-6 TECHNICAL SERGEANT	44,060	3,961	41,083	1,307	38,602	327
E-5 STAFF SERGEANT	79,046	7,887	78,967	2,604	77,558	691
E-4 SERGEANT	86,590	8,811	80,391	3,108	82,550	881
E-3 AIRMAN FIRST CLASS	45,957	6,712	41,929	2,216	39,378	554
E-2 AIRMAN	18,163	0	18,670	0	18,752	0
E-1 AIRMAN BASIC	11,343	0	11,089	0	11,428	0
TOTAL	329,433	30,702	314,883	10,334	308,348	2,728
CADETS	3,924	0	3,963	0	3,954	0
TOTAL WORKYEARS	413,095	36,194	397,174	12,440	389,141	3,949

**MILITARY PERSONNEL, AIR FORCE
END STRENGTH BY GRADE
(TOTAL PROGRAM)**

	FY 1995		FY 1996		FY 1997	
	TOTAL	REIMB INCLUDED	TOTAL	REIMB INCLUDED	TOTAL	REIMB INCLUDED
<u>COMMISSIONED OFFICERS</u>						
0-10 GENERAL	10	0	10	0	10	0
0-9 LT GENERAL	34	0	35	0	35	0
0-8 MAJOR GENERAL	90	0	90	0	90	0
0-7 BRIG GENERAL	140	9	139	3	139	4
0-6 COLONEL	4,158	137	4,041	52	3,955	59
0-5 LT COLONEL	10,659	365	10,524	138	10,325	156
0-4 MAJOR	15,516	549	16,431	207	16,207	235
0-3 CAPTAIN	32,817	1,226	29,736	464	29,056	527
0-2 1ST LIEUTENANT	7,551	465	7,758	175	7,885	199
0-1 2ND LIEUTENANT	7,469	0	7,164	0	6,743	0
TOTAL	78,444	2,751	75,928	1,039	74,445	1,180
<u>ENLISTED PERSONNEL</u>						
E-9 CHIEF MASTER SERGEANT	3,175	134	3,083	15	3,027	22
E-8 SENIOR MASTER SERGEANT	6,307	316	6,165	36	6,053	51
E-7 MASTER SERGEANT	32,997	1,522	31,900	174	29,200	250
E-6 TECHNICAL SERGEANT	40,994	2,346	39,500	268	36,600	385
E-5 STAFF SERGEANT	77,002	4,673	76,000	535	77,800	767
E-4 SERGEANT	84,223	5,225	80,900	598	82,000	857
E-3 AIRMAN FIRST CLASS	43,461	3,976	40,500	458	36,895	655
E-2 AIRMAN	18,603	0	19,053	0	19,000	0
E-1 AIRMAN BASIC	11,176	0	11,171	0	12,080	0
TOTAL	317,938	18,192	308,272	2,084	302,655	2,987
<u>CADETS</u>	4,027	0	4,000	0	4,000	0
TOTAL STRENGTH	400,409	20,943	388,200	3,123	381,100	4,167

**MILITARY PERSONNEL, AIR FORCE
ACTIVE DUTY STRENGTHS BY MONTHS
(IN THOUSANDS)**

	FY 1995				FY 1996				FY 1997			
	Off	Enl	Cadet	Total	Off	Enl	Cadet	Total	Off	Enl	Cadet	Total
September	81.0	341.3	4.0	426.3	78.4	317.9	4.0	400.3	75.9	308.3	4.0	388.2
October	80.1	336.1	4.0	420.2	78.0	316.6	4.0	398.6	75.7	307.8	4.0	387.5
November	79.8	334.2	4.0	418.0	77.9	315.4	4.0	397.3	75.5	307.4	4.0	386.9
December	79.6	333.0	4.0	416.6	77.6	314.8	4.0	396.4	75.3	307.0	3.9	386.2
January	79.3	331.4	3.9	414.6	77.5	313.8	3.9	395.2	75.3	306.7	3.9	385.9
February	79.2	330.3	3.9	413.4	77.3	313.6	3.9	394.8	75.2	306.4	3.9	385.5
March	79.0	329.1	3.9	412.0	76.8	312.9	3.9	393.6	75.0	305.9	3.9	384.8
April	78.8	327.7	3.9	410.4	76.6	312.2	3.9	392.7	74.9	305.6	3.9	384.4
May	78.9	326.4	3.8	409.1	77.6	311.4	2.9	391.9	75.9	305.2	3.0	384.1
June	79.8	324.6	4.2	408.6	77.9	310.2	4.1	392.2	76.2	304.6	4.2	385.0
July	78.8	319.7	4.1	402.6	77.3	310.0	4.1	391.4	76.1	304.1	4.1	384.3
Aug	78.6	319.4	4.1	402.1	76.9	309.1	4.0	390.0	75.5	303.6	4.0	383.1
Sep	78.4	317.9	4.0	400.3	75.9	308.3	4.0	388.2	74.4	302.7	4.0	381.1
Workyears	79.7	329.4	3.9	413.0	78.3	314.9	4.0	397.2	76.8	308.3	4.0	389.1

MPA MAN-DAY PROGRAM

WYS	0.7	1.6	2.3		0.8	2.0	2.8		0.7	1.8	2.5
\$	47.9	52.6	100.5		55.5	65.8	121.3		47.2	61.6	108.8

MILITARY PERSONNEL
GAINS AND LOSSES BY SOURCE AND TYPE

OFFICERS	FY 1995	FY 1996	FY 1997
	Actual	Estimate	Estimate
BEGINNING STRENGTH	81,003	78,444	75,928
GAINS (BY SOURCE):			
SERVICE ACADEMIES	975	908	774
ROTC	1,815	1,694	2,000
HEALTH PROFESSIONS SCHOLARSHIPS	462	460	468
OFFICER TRAINING SCHOOL	802	707	438
OTHER *	988	1,250	1,094
GAIN ADJUSTMENT	0	0	0
TOTAL GAINS	5,042	5,019	4,774
LOSSES (BY TYPE):			
VOLUNTARY SEPARATIONS			
RETIREMENT	1,519	2,752	2,565
INVOLUNTARY SEPARATION	2,810	3,058	2,685
WITH PAY	501	545	636
WITHOUT PAY	467	514	601
VSI/SSB	34	31	35
15 YR RETIREMENT	973	4	0
REDUCTION IN FORCE	1403	856	55
OTHER LOSSES **	0	0	0
LOSS ADJUSTMENT	315	320	316
	80	0	0
TOTAL LOSSES	7,601	7,535	6,257
TOTAL	78,444	75,928	74,445

*Other gains include Reserve Recall, Direct Appointments, and Surgeon General

**MILITARY PERSONNEL
GAINS AND LOSSES BY SOURCE AND TYPE**

	FY 1995 <u>Actual</u>	FY 1996 <u>Estimate</u>	FY 1997 <u>Estimate</u>
ENLISTED			
BEGINNING STRENGTH	341,317	317,938	308,272
GAINS (BY SOURCE)			
NON PRIOR SERVICE ENLISTMENTS			
MALE	30,894	30,700	30,200
FEMALE	23,389	23,630	23,254
PRIOR SERVICE ENLISTMENTS	7,505	7,070	6,946
REENLISTMENTS	155	350	350
RESERVES	49,343	47,125	46,813
OFFICER CANDIDATE PROGRAMS	10	70	100
OTHER	587	618	361
GAIN ADJUSTMENTS	183	250	250
	941	552	461
TOTAL GAINS	82,113	79,665	78,535
LOSSES (BY TYPE)			
ETS	11,664	14,352	10,394
PROGRAMMED EARLY RELEASE	0	86	0
VSI/SSB	9,445	8	0
15-YR RETIREMENT(TERA)	7,369	1,037	0
TO COMMISSIONED OFFICER	942	708	438
REENLISTMENTS	49,343	47,125	46,813
RETIREMENT	9,999	9,911	10,345
ATTRITION	16,717	16,104	16,162
OTHER	13	0	0
LOSS ADJUSTMENTS	0	0	0
TOTAL LOSSES	105,492	89,331	84,152
TOTAL	317,938	308,272	302,655

**MILITARY PERSONNEL
GAINS AND LOSSES BY SOURCE AND TYPE**

CADETS	FY 1995	FY 1996	FY 1997
	<u>Actual</u>	<u>Estimate</u>	<u>Estimate</u>
BEGINNING STRENGTH	4,009	4,027	4,000
GAINS:	1,336	1,281	1,164
LOSSES:	1,318	1,308	1,164
GRADUATES	1,002	932	793
ATTRITION	316	376	371
TOTAL	4,027	4,000	4,000

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Thousands of Dollars)

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
1. Basic Pay	3,251,669	5,829,782	9,081,451	3,239,435	5,713,906	8,953,341	3,281,501	5,706,830	8,988,331
2. Retired Pay Accrual	1,154,342	2,069,573	3,223,915	1,065,774	1,879,875	2,945,649	1,069,769	1,860,427	2,930,196
3. Basic Allowances for Quarters	435,050	808,233	1,243,283	448,726	798,507	1,247,233	452,848	790,908	1,243,756
A. With Dependents	324,259	633,263	957,522	336,177	631,654	967,831	338,875	621,255	960,130
B. Without Dependents - Full	110,532	168,253	278,785	112,299	160,366	272,665	113,730	163,526	277,256
C. Without Dependents - Partial	253	6,052	6,305	245	5,935	6,180	243	5,863	6,106
D. Inadequate	6	665	671	5	552	557	0	264	264
4. Variable Housing Allowance	105,842	180,235	286,077	105,476	178,321	283,797	105,396	174,655	280,051
5. Basic Allowance for Subsistence	139,856	687,128	826,984	139,856	686,496	826,352	141,109	675,259	816,368
A. Auth to Mess Separately	139,856	533,085	672,941	139,856	533,577	673,433	141,109	524,809	665,918
B. Leave Rations	N/A	74,321	74,321	N/A	74,360	74,360	N/A	73,195	73,195
C. Rations-In-Kind Not Avail	N/A	70,885	70,885	N/A	70,017	70,017	N/A	68,643	68,643
D. Augment for Separate Meals	N/A	8,837	8,837	N/A	8,542	8,542	N/A	8,612	8,612
6. Subsistence in Kind	N/A	0	0	N/A	0	0	N/A	98,134	98,134
7. Incentive Pay, Hazardous Duty, And Aviation Career	195,539	21,740	217,279	195,186	20,784	215,970	182,573	20,959	203,532
A. Flying Duty Pay	194,863	17,006	211,869	194,463	16,419	210,882	181,849	16,594	198,443
1. Aviation Career, Officer	144,610	N/A	144,610	146,651	N/A	146,651	146,037	N/A	146,037
2. Crew Members, Enlisted	N/A	16,329	16,329	N/A	15,217	15,217	N/A	15,217	15,217
3. Flying Duty Non-Crew	100	677	777	223	677	900	223	677	900
4. AWAC Wprns Controllers	1,956	N/A	1,956	2,200	525	2,200	2,200	700	2,200
5. Flying Duty Non-Rated	1,099	N/A	1,099	1,059	N/A	1,059	1,059	N/A	1,059
6. Aviation Continuation Pay	47,098	N/A	47,098	44,330	N/A	44,330	32,330	N/A	32,330
B. Parachute Jumping Pay	132	1,734	1,866	119	1,665	1,784	119	1,665	1,784
C. Demolition Pay	49	1,205	1,254	53	1,113	1,166	54	1,113	1,167
D. Other Pays	456	697	1,153	502	69	571	502	(106)	396
E. Toxic Fuels/Live Biological	39	1,098	1,137	49	993	1,042	49	993	1,042

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY (Thousands of Dollars)

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
8. Special Pays									
A. Physicians	173,503	60,640	242,143	171,563	82,409	253,972	173,612	79,717	253,329
B. Dentists	147,713	N/A	147,713	145,533	N/A	145,533	145,088	N/A	145,088
C. Optometrists	13,269	N/A	13,269	13,348	N/A	13,348	15,301	N/A	15,301
D. Veterinarians	228	N/A	228	240	N/A	240	240	N/A	240
E. Biomedical Science	10	N/A	10	7	N/A	7	6	N/A	6
F. Sea & Foreign Duty, Total	449	N/A	449	609	N/A	609	651	N/A	651
1. Sea Duty	N/A	4,945	4,945	N/A	5,304	5,304	N/A	4,688	4,688
2. Duty at Certain Places	N/A	4	4	N/A	3	3	N/A	3	3
G. Diving Duty Pay/Hostile Fire	N/A	4,941	4,941	N/A	5,301	5,301	N/A	4,685	4,685
H. Selective Reenlistment Bonus	5,304	23,583	28,887	4,992	23,688	28,670	4,992	21,388	26,370
I. Special Duty Assignment Pay	N/A	24,414	24,414	N/A	32,949	32,949	N/A	32,853	32,853
J. Enlistment Bonus	N/A	12,293	12,293	N/A	15,307	15,307	N/A	15,627	15,627
K. Overseas Extension Pay	N/A	390	390	N/A	1,663	1,663	N/A	1,663	1,663
L. Nurses Bonus	N/A	598	598	N/A	579	579	N/A	579	579
M. Foreign Language Pro Pay	5,115	N/A	5,115	5,478	N/A	5,478	5,978	N/A	5,978
N. General & Flag Off, Personal	1,372	2,417	3,789	1,323	2,919	4,242	1,323	2,919	4,242
9. Allowances	43	N/A	43	43	N/A	43	43	N/A	43
A. Uniform/Clothing Allowances	117,058	523,408	640,466	110,369	489,406	599,775	114,720	486,773	601,493
1. Initial Issue	1,816	95,710	97,526	1,820	102,384	104,204	1,718	101,784	103,502
A. Military	1,312	25,909	27,221	1,318	28,192	29,510	1,241	27,837	29,078
B. Civilian	1,008	23,736	24,744	1,004	26,076	27,080	955	25,727	26,682
2. Additional	304	2,173	2,477	314	2,116	2,430	286	2,110	2,396
3. Basic Maintenance	504	N/A	504	502	N/A	502	477	N/A	477
4. Standard Maintenance	N/A	10,794	10,794	N/A	10,973	10,973	N/A	12,324	12,324
5. Supplemental Maintenance	N/A	58,078	58,078	N/A	62,318	62,318	N/A	60,725	60,725
	N/A	929	929	N/A	901	901	N/A	898	898

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Thousands of Dollars)

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
B. Overseas Station Allowance	111,680	412,691	524,371	103,299	372,156	475,455	107,754	370,284	478,038
1. Cost-Of-Living	72,306	279,724	352,030	65,404	246,978	312,382	68,094	249,619	317,713
2. Housing	30,141	96,209	126,350	29,329	90,205	119,534	30,954	86,508	116,462
3. Temporary Lodging	8,635	29,232	37,867	7,958	27,719	35,677	8,062	27,829	35,891
4. Moving-In Housing	598	7,526	8,124	608	7,254	7,862	644	7,328	7,972
C. Family Separation Allowance	3,411	14,874	18,315	3,440	14,349	17,789	3,399	14,187	17,586
1. PCS, No Govt. Qlts	623	3,760	4,383	647	3,727	4,374	646	3,786	4,432
2. PCS CONUS, Dep Not Auth	405	4,595	5,000	405	4,391	4,796	391	4,300	4,691
3. TDY CONUS	2,413	6,519	8,932	2,388	6,231	8,619	2,362	6,101	8,463
D. CONUS Cost of Living Allowance	151	133	284	1,810	517	2,327	1,849	518	2,367
9. Separation Payments	161,676	516,848	678,524	195,975	142,909	338,884	92,800	65,762	158,562
A. Terminal Leave Payments	25,579	32,290	57,869	24,987	31,421	56,408	21,413	29,085	50,498
B. Severance Pay, Disability	665	5,926	6,591	1,099	4,915	6,014	1,124	5,055	6,179
C. Severance Pay, Non-Promotion/Unfitness	22,670	N/A	22,670	26,592	N/A	26,592	32,073	N/A	32,073
D. Severance Pay, Invol Half (5%)	52	3,119	3,171	61	3,666	3,727	62	3,779	3,841
E. Severance Pay, Invol Full (10%)	982	8,613	9,595	1,440	12,926	14,366	1,473	15,722	17,195
F. Severance Pay, VSI	0	0	0	0	0	0	0	0	0
G. Severance Pay, SSB	22,602	239,400	262,002	60	200	260	0	0	0
H. VSI Trust Fund	0	0	0	83,479	65,823	149,302	32,579	12,121	44,700
I. 15 Year Retirement	89,126	227,500	316,626	58,257	23,958	82,215	4,076	0	4,076
10. Social Security Tax Payments	285,407	510,996	796,403	290,077	509,962	800,039	286,404	498,691	785,095
11. PCS Travel	247,772	597,645	845,417	262,234	595,859	858,093	259,777	566,179	825,956

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Thousands of Dollars)

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
12. Other Military Personnel Costs									
A. Apprehension of Deserters	2,008	90,295	92,303	1,955	65,755	67,710	2,076	63,829	65,905
B. Interest on USSDP (MIA)	N/A	55	55	N/A	100	100	N/A	100	100
C. Death Gratuities	180	264	444	200	375	575	200	375	575
D. Unemployment Benefits	324	1,476	1,800	240	1,200	1,440	240	1,200	1,440
E. Survivor Benefits	N/A	73,402	73,402	N/A	51,019	51,019	N/A	47,625	47,625
F. Adoption Program	N/A	7,597	7,597	N/A	5,226	5,226	N/A	5,115	5,115
G. All Vol Ed Asst Prog (GI Bill)	336	464	800	336	464	800	336	464	800
H. Allowance for Qtrs Surv Dependents	997	6,673	7,670	1,079	7,221	8,300	1,200	8,800	10,000
I. Civilian Community Corps	121	364	485	50	150	200	50	150	200
13. Cadets	50	0	50	50	0	50	50	0	50
	35,793	N/A	35,793	35,518	N/A	35,518	35,792	N/A	35,792
Total All Military Personnel Appropriations Request	6,305,515	11,904,522	18,210,038	6,262,144	11,164,189	17,426,333	6,198,377	11,088,123	17,286,500
14. Less: Reimbursables (Retired Pay Accrual) (Other)	197,342	488,117	685,459	107,485	84,505	191,990	114,534	128,816	243,350
	(38,681)	(95,128)	(133,809)	(20,689)	(16,685)	(37,374)	(22,509)	(18,370)	(40,879)
	(158,661)	(372,986)	(531,650)	(86,795)	(67,821)	(154,616)	(92,025)	(110,446)	(202,471)
TOTAL DIRECT MILITARY PERSONNEL APPROPRIATIONS REQUEST	6,108,173	11,436,405	17,544,579	6,154,659	11,079,684	17,234,343	6,083,843	10,959,307	17,043,150

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE**

FY 1996

(In Thousands of Dollars)

	FY 96 COLUMN FY 96/97 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	Contingency Operations	Other Price/ Program Changes	REVISED FY 96 COLUMN FY 97 REQUEST
PAY AND ALLOWANCES OF OFFICERS								
Basic Pay	3,254,021	4,656	3,258,677	(24,664)	3,234,013	5,422	0	3,239,435
Retired Pay Accrual	1,070,573	1,532	1,072,105	(8,115)	1,063,990	1,784	0	1,065,774
Incentive Pay	189,358	(5,044)	184,314	10,653	194,967	219	0	195,186
Special Pay	170,606	264	170,870	(256)	170,614	949	0	171,563
Basic Allowance for Quarters	429,711	6,691	436,402	11,406	447,808	918	0	448,726
Variable Housing Allowance	94,261	176	94,437	10,775	105,212	264	0	105,476
Basic Allowance for Subsistence	138,432	264	138,696	941	139,637	219	0	139,856
Station Allowances Overseas	101,255	0	101,255	2,044	103,299	0	0	103,299
Conus Cola	811	0	811	999	1,810	0	0	1,810
Uniform Allowances	1,808	0	1,808	12	1,820	0	0	1,820
Family Separation Allowances	2,182	89	2,271	1,059	3,330	110	0	3,440
Separation Payments	194,512	0	194,512	1,463	195,975	0	0	195,975
Social Security Tax-Employer's Contribution	289,322	357	289,679	(17)	289,662	415	0	290,077
Total Obligations	5,936,852	8,985	5,945,837	6,300	5,952,137	10,300	0	5,962,437
Less Reimbursements	(106,721)	0	(106,721)	0	(106,721)	0	0	(106,721)
Less Anticipated Reprogramming	0	0	0	0	0	0	0	0
TOTAL DIRECT OBLIGATIONS	5,830,131	8,985	5,839,116	6,300	5,845,416	10,300	0	5,855,716

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1996
(In Thousands of Dollars)

	FY 96 COLUMN FY 96/97 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	Contingency Operations	Other Price/ Program Changes	REVISED FY 96 COLUMN FY 97 REQUEST
PAY AND ALLOWANCES OF ENLISTED								
Basic Pay	5,701,194	13,873	5,715,067	(9,927)	5,705,140	8,766	0	5,713,906
Retired Pay Accrual	1,875,693	4,564	1,880,257	(3,266)	1,876,991	2,884	0	1,879,875
Incentive Pay	20,485	0	20,485	(226)	20,259	0	0	20,259
Special Pay	26,193	2,902	29,095	2,916	32,011	479	0	32,490
Special Duty Assignment Pay	15,307	0	15,307	0	15,307	0	0	15,307
Reenlistment Bonus	32,948	0	32,948	1	32,949	0	0	32,949
Enlistment Bonus	1,651	0	1,651	12	1,663	0	0	1,663
Basic Allowance for Quarters	801,273	10,438	811,711	(13,204)	798,507	0	0	798,507
Station Allowances Overseas	314,770	44,000	358,770	13,911	372,681	0	0	372,681
Conus Cola	309	0	309	208	517	0	0	517
Clothing Allowance	103,418	0	103,418	(1,034)	102,384	0	0	102,384
Family Separation Allowances	14,172	0	14,172	177	14,349	0	0	14,349
Separation Payments	152,906	0	152,906	(9,997)	142,909	0	0	142,909
Variable Housing Allowance	163,433	0	163,433	14,888	178,321	0	0	178,321
Social Security Tax-Employer's Contribution	508,989	1,061	510,050	0 (759)	509,291	671	0	509,962
Total Obligations	9,732,741	76,838	9,809,579	(6,300)	9,803,279	12,800	0	9,816,079
Less Reimbursements	(82,724)	0	(82,724)	0	(82,724)	0	0	(82,724)
Less Anticipated Reprogramming	0	0	0	0	0	0	0	0
TOTAL DIRECT OBLIGATIONS	9,650,017	76,838	9,726,855	(6,300)	9,720,555	12,800	0	9,733,355

PAY AND ALLOWANCES OF CADETS

Academy Cadets	35,518	0	35,518	0	35,518	0	0	35,518
TOTAL DIRECT OBLIGATIONS	35,518	0	35,518	0	35,518	0	0	35,518

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1996
(In Thousands of Dollars)

	FY 96 COLUMN FY 96/97 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	Contingency Operations	Other Price/ Program Changes	REVISED FY 96 COLUMN FY 97 REQUEST
SUBSISTENCE OF ENLISTED PERSONNEL								
Basic Allowance for Subsistence	669,196	13,800	682,996	0	682,996	3,500	0	686,496
TOTAL DIRECT OBLIGATIONS	669,196	13,800	682,996	0	682,996	3,500	0	686,496
PERMANENT CHANGE OF STATION TRAVEL								
Accession Travel	47,005	0	47,005	0	47,005	0	0	47,005
Training Travel	40,977	0	40,977	0	40,977	0	0	40,977
Operational Travel	158,495	0	158,495	0	158,495	0	0	158,495
Rotational Travel	409,387	0	409,387	0	409,387	0	0	409,387
Separation Travel	102,611	0	102,611	0	102,611	0	0	102,611
Travel of Organized Units	41,394	0	41,394	0	41,394	0	0	41,394
Nontemporary Storage	21,661	0	21,661	0	21,661	0	0	21,661
Temporary Lodging Expense	31,314	0	31,314	0	31,314	0	0	31,314
VSI/SSB/15 Yr Retirement	5,249	0	5,249	0	5,249	0	0	5,249
		0						
Total Obligations	858,093	0	858,093	0	858,093	0	0	858,093
Less Reimbursements	(2,545)	0	(2,545)	0	(2,545)	0	0	(2,545)
TOTAL DIRECT OBLIGATIONS	855,548	0	855,548	0	855,548	0	0	855,548

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1996
(In Thousands of Dollars)

	FY 96 COLUMN FY 96/97 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	Contingency Operations	Other Price/ Program Changes	REVISED FY 96 COLUMN FY 97 REQUEST
OTHER MILITARY PERSONNEL COSTS								
Apprehension of Military Deserters, Absentees and Escaped Military Prisoners	100	0	100	0	100	0	0	100
Death Gratuities	1,440	0	1,440	0	1,440	0	0	1,440
Interest on Uniformed Service Savings Deposit	575	0	575	0	575	0	0	575
Unemployment Benefits	51,019	0	51,019	0	51,019	0	0	51,019
Survivor Benefits	5,226	0	5,226	0	5,226	0	0	5,226
Adoption	800	0	800	0	800	0	0	800
Education Assistance Prg	8,300	0	8,300	0	8,300	0	0	8,300
Allow for Qtrs to Surv Dep	200	0	200	0	200	0	0	200
Civilian Community Corps	50	0	50	0	50	0	0	50
TOTAL DIRECT OBLIGATIONS	67,710	0	67,710	0	67,710	0	0	67,710
TOTAL OBLIGATIONS	17,300,110	99,623	17,399,733	0	17,210,288	26,600	0	17,426,333
LESS REIMBURSEMENTS	(191,990)	0	(191,990)	0	(191,990)	0	0	(191,990)
Less Anticipated Reprogramming	0	0	0	0	0	0	0	0
DIRECT OBLIGATIONS	17,108,120	99,623	17,207,743	0	17,207,743	26,600	0	17,234,343

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

FY 1996 Military Personnel, Air Force Program		
FY 1996 Direct Program Request.....		\$17,234,343
Increases:		
substance-Kind (SIK).....	98,134	
- Starting in FY96, SIK funding transferred to the Military Personnel Appropriation from O&M	98,134	
Basic Pay	34,930	
- 1 Jan 97 percent pay raise	239,161	
- Annualization of 1 Jan 96 2.4 percent pay raise	51,716	
- Decrease in workyears	-255,947	
Overseas Station Allowance.....	2,758	
- Decrease in workyears	-5,472	
- Increase in rates	8,230	
Montgomery GI Bill.....	1,700	
- Increase based on amortization payment to the Department of Defense Educational Benefits Fund for payments to members exercising VSI/SSB options.		
Special Duty Assignment Pay.....	320	
- Increase in workyears	320	
CONUS COLA.....	40	

- Increase in rates	49	
- Decrease in workyears	-9	
Total Increases.....		137,882

Decreases:

Selective Reenlistment Bonus (SRB).....	-96
- decrease in number of payments	-96

Survivor Benefits.....	-111
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- Increased payments based on latest Veterans Administration projected number of recipients.	-203
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Family Separation Allowance	-203
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- 1 Jan 97 3.0 percent pay raise	103
- Annualization of 1 Jan 96 2.4 percent pay raise	20
- Decrease in workyears	-326

Clothing Allowance	-702
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- Decrease in initial issue clothing payments	-457
- Decrease in clothing allowance rate	-242
- Decrease in replacement/supplemental item payments	-3

Special Pay.....	-867
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- Full year of Nurse Board Certification entitlement	738
- Decrease in payments	-1,605

Unemployment Compensation.....	-3,394
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- Reflect fewer separations. Payments based on latest Department of Labor	
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projections of unemployment rates and projected number of recipients.

Basic Allowance for Quarters	-3,477
- 1 Jan 97 3.0 percent BAQ raise	33,765
- Annualization of 1 Jan 96 5.2 percent BAQ increase	15,481
- Decrease in workyears	-52,723
Variable Housing Allowance.....	-3,746
- Increase in rates	3,846
- Decrease in workyears	-11,232
- New rate protection entitlement for quarter of year	3,640
Basic Allowance for Subsistence.....	-9,784
- 1 Jan 97 3.0 percent pay raise	22,903
- Annualization of 1 Jan 96 2.4 percent pay raise	4,689
- Decrease in workyears	-2,673
- Rate increase (\$4.99 to \$5.03 per day)	216
- Reduction of BAS payments (9,897) resulted in decreased requirements	-34,919
Incentive Pay.....	-12,613
- Decrease in requirements	-12,613
Social Security (FICA)	-14,810
- 1 Jan 97 3.0 percent pay raise	19,122
- Annualization of 1 Jan 96 2.4 percent pay raise	4,170
- Decrease in Wage Credit	-10,730
- Decrease in workyears	-21,136
- Wage Credit decrease	-6,370
- Cadets	134
Retired Pay Accrual	-15,453
- 1 Jan 97 3.0 percent pay raise	76,534

- Annualization of 1 Jan 96 2.4 percent pay raise	16,479	
- Decrease in RPA rate	-26,965	
- Decrease in workyears	-81,501	
Permanent Change of Station Travel.....		-32,216
- Program/Move Changes	-32,216	
Reimbursements.....		-51,281
- Increase in reimbursements causes decrease in direct program	-51,281	
Separations		-180,322
- Decrease for VSI Trust Fund	-104,602	
- 1 Jan 97 3.0 percent pay raise	2,925	
- Annualization of 1 Jan 96 2.4 percent pay raise	668	
- Decrease in LSTL payments	-7,958	
- Increase in involuntary separations and disability payments	8,517	
- Decrease in early retirement payments	-78,139	
- Effect of changes in grade and longevity	-1733	
Total Decreases.....		-329,075
FY 1997 Military Personnel, Air Force Direct Program.....		\$17,043,150

SECTION 4

DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

PAY & ALLOWANCES OF OFFICERS

MILITARY PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

1. Pay and Allowances of Officers

FY 1996 Direct Program

\$5,855,716

Increases:

Basic Pay 42,066

- 1 Jan 97 3.0 percent pay raise

71,728

- Annualization of 1 Jan 96 2.4 percent pay raise

19,013

- Decrease in workyears

-48,675

Overseas Station Allowance.....

4,455

- Increase in rates

6,023

- Decrease in workyears

-1,568

Basic Allowance for Quarters.....

4,122

- 1 Jan 97 3.0 percent pay raise

9,925

- Annualization of 5.2 1 Jan Quality of Life increase

5,661

- Decrease in workyears

-11,464

Retired Pay Accrual.....

3,995

- 1 Jan 97 3.0 percent pay raise

21,949

- Annualization of 1 Jan 96 2.4 percent pay raise

5,818

- Decrease in workyears

-13,927

- Decrease in Retired Pay Accrual rate

-9,845

Special Pay.....

2,049

- Full year of Nurse Board Certification entitlement

738

- Increase in payments

1,311

Basic Allowance for Subsistence.....

1,253

- 1 Jan 97 3.0 percent pay raise

3,091

- Annualization of 1 Jan 96 2.4 percent pay raise

819

- Decrease in workyears

-2,657

CONUS COLA.....

39

- Increase in rate

39

57,979

Total Increases.....

Decreases:

Family Separation Allowance..... -41

- Decrease in workyears

Variable Housing Allowance..... -80

- Increase in rates 553

- New rate protection entitlement for a full year 2,240

- Decrease in workyears -2,873

Clothing Allowance..... -102

- Decrease in payments -102

Social Security (FICA)..... -3,673

- 1 Jan 97 3.0 percent pay raise 6,230

- Annualization of 1 Jan 96 2.4 percent pay raise 1,652

- Decrease in workyears -5,185

- Wage Credit decrease -6,370

Reimbursements..... -7,026

- Increase in reimbursement workyears causes decrease in direct program -7,026

Incentive Pay..... -12,613

- Decrease in requirements -12,613

Separation Pay..... -103,175

- Involuntary Separations and Disability Payments 5,468

- 1 Jan 97 3.0 percent pay raise 1,379

- Annualization of 1 Jan 96 2.4 percent pay raise 366

- Effect of changes in grade and longevity -1,733

- Decrease in lump sum terminal leave payments -3,574

- VSI Trust Fund payment -50,900

- 15 year retirement -54,181

Total Decreases..... (126,710)

FY 1997 Direct Program..... \$5,786,985

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 1995 Actual	\$3,251,669
FY 1996 Estimate	\$3,239,435
FY 1997 Estimate	\$3,281,501

PART I - PURPOSE AND SCOPE

Funds provide basic compensation for officers on active duty according to grade and length of service under provisions of 37 U.S.C. 201, 203, 204, 205, and 1009.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Air Force officer personnel program reflected in this budget submission includes losses through Voluntary Separation Incentive (VSI), Special Separation Benefit (SSB), and the Temporary Early Retirement Authority (TERA).

Officer accessions for FY 1996 and FY 1997 are programmed at the minimum level necessary to ensure an adequate number of entries into the officer ranks to sustain desired future experience levels.

Funding requirements include annualized pay raises of 2.6 percent in FY 1995, 2.4 percent in FY 1996, and 3.0 percent in FY 1997

(Amount in Thousands)

BASIC PAY - OFFICERS

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	10	108,202	1,082	10	108,202	1,082	10	108,202	1,082
Lt. General	35	101,132	3,540	35	103,626	3,627	35	106,582	3,730
Maj General	91	91,632	8,339	91	93,892	8,544	91	96,571	8,788
Brig General	149	80,839	12,045	140	82,861	11,601	140	85,225	11,932
Colonel	4,235	67,637	286,443	4,235	69,268	293,350	4,124	71,638	295,435
Lt. Colonel	11,018	54,775	603,511	10,858	55,827	606,170	10,711	57,798	619,074
Major	15,980	45,203	722,344	16,127	45,761	737,988	16,902	47,299	799,448
Captain	33,674	37,203	1,252,774	32,406	37,363	1,210,785	30,225	38,609	1,166,957
1st Lieutenant	7,405	28,616	211,901	7,856	28,986	227,714	7,834	29,326	229,740
2nd Lieutenant	7,141	20,962	149,690	6,570	21,092	138,574	6,767	21,474	145,315
TOTAL BASIC PAY	79,738		\$3,251,669	78,328		\$3,239,435	76,839		\$3,281,501

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 1995 Actual	\$1,154,342
FY 1996 Estimate	\$1,065,774
FY 1997 Estimate	\$1,069,769

PART I - PURPOSE AND SCOPE

Funds provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with P.L. 98-54, Section 925(a)(1), Title 10 USC 1466, as amended.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- (a) An accrual percentage of 35.5 percent for FY 1995, 32.9 percent for FY 1996, and 32.6 percent for FY 1997.
- (b) The total amount of basic pay expected to be paid during the fiscal year to officer members of the armed forces.

The computation of fund requirements is shown in the following table:

FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
Workyears	Average		Workyears	Average		Workyears	Average	
	Rate	Amount		Rate	Amount		Rate	Amount
79,738	14,476.69	\$1,154,342	78,328	13,606.55	\$1,065,774	76,839	13,922.21	\$1,069,769

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

FY 1995 Actual	\$195,539
FY 1996 Estimate	\$195,186
FY 1997 Estimate	\$182,573

PART I - PURPOSE AND SCOPE

The purpose of Incentive Pay for Hazardous Duty is to help the Air Force attract and retain officer volunteers in duties requiring more than normal exposure to hazardous duties in peacetime.

Funds provide payment to officers under provisions of 37 U.S.C. 301 as follows:

- (1) Aviation Career Incentive Pay (ACIP) - Paid to regular and reserve officers who hold, or are in training leading to an aeronautical rating or designation and who engage and remain in aviation service on a career basis. It is paid in fixed monthly amounts ranging from \$125 to \$650. Effective in FY 1990, the ACIP rates were modified for certain years of aviation service as a result of the Aviation Career Improvement Act of 1989.
- (2) Aviation Continuation Pay (ACP) - The ACP program is a financial incentive to complement non-monetary initiatives to improve pilot retention.
- (3) Non-Crew Member - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performance of hazardous duty required by orders. It is paid to non-rated crew members and non-crew members (e.g. gunnery instructors, aerial photo personnel, flight nurse), only when performing such duties, in fixed monthly amounts of \$110.
- (4) Air Weapons Controller - It has been difficult in recent years to retain members in Airborne Warning and Control System (AWACS) duties. As a result, the rates for this duty have been increased and range from \$125 to \$350 per month.
- (5) Parachute Jumping - Duties involving parachute jumping from an aircraft in aerial flight and performing the specified minimum jumps, payable at \$110 per month. Members who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$165.
- (6) Experimental Stress - An unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$110.
- (7) Demolition - Explosive demolition as a primary duty including training for such duty. It is paid under specified conditions at a monthly rate of \$110.
- (8) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide. It is paid at a monthly rate of \$110.
- (9) Live/Hazardous Biological Organisms - Duty involving laboratory work utilizing live dangerous viruses or bacteria. Paid at the monthly rate of \$110.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Incentive duty pay is computed on the basis of the average number of officers in each category of aviation service/commission service who are eligible for payment. Other incentive duty pay is computed at the statutory rate per workyear. Overall decrease is due to workyear decreases reflected in the projected force drawdown. Some areas are increasing due to new requirements (i.e. Joint STARS aircraft) and other programmed changes.

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

Flying Duty Crew

Yrs Svc Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Monthly Rate	Workyears	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
2	125	1,379	2,069	1,382	1,500	2,073	2,023	1,500	3,035
2-3	156	698	1,307	552	1,872	1,033	654	1,872	1,224
3-4	188	953	2,150	777	2,256	1,753	546	2,256	1,232
4-5	206	3,348	8,276	2,736	2,472	6,763	1,404	2,472	3,471
6-18	650	13,167	102,703	14,409	7,800	112,390	15,061	7,800	117,476
18-20	585	1,437	10,088	1,279	7,020	8,979	1,095	7,020	7,687
20-22	495	1,943	11,541	1,175	5,940	6,980	850	5,940	5,049
22-24	385	896	4,140	887	4,620	4,098	919	4,620	4,246
24-25	385	384	1,774	326	4,620	1,506	379	4,620	1,751
25 & over	250	180	540	350	3,000	1,050	280	3,000	840
BIG under 25	200	9	22	11	2,400	26	11	2,400	26
Subtotal Flying Duty Crew		24,394	\$144,610	23,884		\$146,651	23,222		\$146,037
<u>Flying Duty Non-Crew</u>		76	\$100	169	1,320	\$223	169	1,320	\$223
<u>Flying Duty Non-Rated</u>		495	\$1,099	477	2,220	\$1,059	477	2,220	\$1,059
<u>AWACS Wons Contr</u>		578	\$1,956	650	3,384	\$2,200	650	3,384	\$2,200
<u>Aviation Continuation Pay</u>			\$47,098			\$44,330			\$32,330
Subtotal Flying Duty Pay			\$194,863			\$194,463			\$181,849

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

Other Incentive Duty Pay

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Parachute Jumping	100	1,320	132	90	1,320	119	90	1,320	119
Parachute HALO	65	1,980	129	80	1,980	158	80	1,980	158
Demolition Duty	37	1,320	49	40	1,320	53	41	1,320	54
Press Chmbr Observer	220	1,320	290	235	1,320	310	235	1,320	310
Accel/Decel Subject	27	1,320	36	25	1,320	33	25	1,320	33
Thermal Stress Subject	1	1,320	1	1	1,320	1	1	1,320	1
Toxic Fuel Handlers	27	1,320	36	35	1,320	46	35	1,320	46
L/Hazard Bio Org	2	1,320	3	2	1,320	3	2	1,320	3
Subtotal Other Incentive Duty Pay			\$676			\$723			\$724
TOTAL INCENTIVE PAY			\$195,539			\$195,186			\$182,573

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 1995 Actual	\$173,503
FY 1996 Estimate	\$171,563
FY 1997 Estimate	\$173,612

PART I - PURPOSE AND SCOPE

Funds provide for:

(1) Special pay for Health Professionals on active duty as physicians, dentists, veterinarians, and optometrists under provisions of 37 U.S.C. 302, 302a, 302b, and 303; the FY 91 National Defense Authorization Act (P.L. 101-510); the Office of the Assistant Secretary of Defense (OASD), FY 1993 Multi-Year Special Pay (MSP) and Incentive Special Pay (ISP) - Action Memorandum, dated 1 Sep 92; DOD Directive 1340.13, "Special Pay for Medical Corps Officers" and DOD Directive 6000.2, "Minimum Terms of Service and Active Duty Obligations for Health Services Officers."

a. Medical Variable Special - A monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from \$5,000 to \$12,000 except for 0-7s and above who receive \$7,000 per year and interns who receive \$1,200 per year.

b. Medical Board Certified - A monthly payment which varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 to \$6,000 depending on years of service.

c. Medical Additional Special - A lump sum annual payment for physicians not in internship or initial residency training who execute an agreement to remain on active duty for at least one year. Officers receive \$15,000 per year.

d. Medical Incentive Special - Paid to qualified physicians in critical specialties who execute an agreement to remain on active duty for at least one year. Amount of pay is based on most critically-short wartime specialties and years of experience. ISP under this program was recently revised by the above mentioned OASD Guidance.

e. Multi-Year Special Pay - A program authorized in FY 1991 by P.L. 101-510 (as amended by the above mentioned 1 Sep 92 OASD memorandum) to be used in conjunction with existing ISP authority to enhance physician force management. MSP program replaced the Medical Officer Retention Bonus.

f. Dental Variable Special - A monthly pay authorized for all dentists based on years of creditable service. A total annual pay ranges from \$1,200 to \$6,000 except for 0-7s and above who receive \$1,000 per year.

g. Dental Board Certified - A monthly payment which varies with length of creditable service paid to dentists who become certified or the equivalency as having successfully met specified post-graduate education training, and experience requirements. The total annual pay ranges from \$2,000 - \$4,000 depending upon years of service.

h. Dental Additional Special - A lump sum annual payment for dentists not in internship or residency training who execute an agreement to remain on active duty for at least one year. Payments are \$6,000, \$8,000 or \$10,000 depending on years of service.

i. Dental Save Pay - 37 U.S.C. 302b, as amended a "Save Pay" provision which entitled dentists to an annual amount of special pay not less than the amount they were entitled to as of September 30, 1985 under the previous dental continuation pay and special pay.

j. Nurse Anesthetist Incentive Pay - Public Law 103-337, Section 612, the FY 1995 Authorization Act authorizes an ISP up to \$15,000 to all Certified Registered Nurse Anesthetists.

k. Nurse Accession Bonus - An accession bonus of up to \$5,000 has been authorized by the FY 1990 Authorization Act.

l. Nurse Board Certification Pay- The FY 1996 Authorization Act amends section 302C(D(1)) of Title 37 U.S.C. and authorizes payments ranging from \$2,000 to \$5,000 for Board Certified Pay for Non-Physician Health Care Providers.

m. Optometrists and Veterinarians - A special pay amount of \$100 per month has been authorized by 37 U.S.C., Sec 302a and 303 respectively.

n. Biomedical Sciences Corps (BSC) officers - Authorized by Public Law 101-510 Title 37, annual payments are: under 10 years, \$2,000; 10-12 years, \$2,500; 12-14 years, \$3,000; 14-18 years, \$4,000; and over 18 years, \$5,000.

(2) Personal money allowances for certain general officers under provisions of 37 U.S.C. 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s, respectively. Entitlement may also be based upon specific duty assignments as follows: (1) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and (2) Senior member of the Military Staff Committee of the United Nations payable at \$2,200 per year in addition to the other personal money allowance authorized.

(3) Pararescue Diving Duty. The purpose of the special pay is to alleviate a critical manning shortage. This duty involves underwater rescue missions, recovery of space vehicles, detection and treatment of decompression sickness, and infiltration/exfiltration for land rescue in a combat environment. It is paid at the rate of \$150 per month.

(4) Hostile Fire Duty. Paid to members who serve in designated areas subject to specific dangers. Paid at the rate of \$150 per month.

(5) Foreign Language Proficiency Pay (Linguist). 37 U.S.C. 316 authorizes this special pay to all officers who are proficient in a second language and DOD has critical need for that language. The pay shall not exceed \$100 a month.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable Special Pay is based on cost factors derived from statutory rates and the average number of physicians and dentists programmed per years of creditable service. Board Certified Pay and Incentive Special Pay (ISP) are based on the estimated number of physicians and dentists who qualify to receive these special pays multiplied by the statutory rates. The ISP and Multi-Year Special Pay (MSP) rates are based on the projected specialties needed. Additional Special Pay is estimated from the expected number of physicians who will agree to remain on active duty for at least one additional year, times the applicable rate. Beginning in FY 1991, IAW The Defense Authorization Act, MSP was instituted as a force management tool. Eligible officers who signed up for MSP, which replaced Medical Officer Retention Bonus (MORB), are paid over a multi-year period. Special pay for dentists is based on longevity of programmed dentists times the applicable rates. Special pay for veterinarians and optometrists is computed by multiplying the statutory rates by the number people programmed in each specialty.

Details of the computation are shown in the following tables.

(Amount in Thousands)

SPECIAL PAY - OFFICERS

Medical Pay

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Number	Average	Amount	Number	Average	Amount	Number	Average	Amount
<u>Physicians Pay</u>									
Variable Special	4,170	8,000	33,360	4,289	8,000	34,312	4,276	8,000	34,208
Board Certified Pay	2,434	3,500	8,519	2,573	3,500	9,006	2,566	3,500	8,981
Additional Special Pay	3,281	15,000	49,215	3,324	15,000	49,860	3,314	15,000	49,710
Incentive Special Pay	2,758	16,100	44,404	2,468	16,100	40,057	2,480	16,100	39,928
Multi-Year Special Pay	1,322	9,240	12,215	1,331	9,240	12,298	1,327	9,240	12,261
Subtotal Physicians Pay			\$147,713			\$145,533			\$145,088
<u>Nurses Bonus</u>									
Nurses Accession Bonus	333	5,000	1,665	487	5,000	2,435	487	5,000	2,435
Incentive Special Pay	230	15,000	3,450	185	15,000	2,775	187	15,000	2,805
Nurse Board Certification *	0	0	0	246	3,000	268	246	3,000	738
Subtotal Nurses Bonus			\$5,115			\$5,478			\$5,978
<u>Dentist Pay</u>									
Dental Additional	1,057	7,600	8,033	1,061	7,600	8,064	1,137	7,300	8,300
Dental Variable Pay	1,180	3,560	4,201	1,179	3,560	4,197	1,179	4,680	5,518
Board Certif Dental	337	3,070	1,035	354	3,070	1,087	354	4,190	1,483
Subtotal Dentist Pay			\$13,269			\$13,348			\$15,301

(Amount in Thousands)

SPECIAL PAY - OFFICERS

Medical Pay (Continued)

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount
Optometrists	190	1,200	\$228	200	1,200	\$240	200	1,200	\$240
Veterinarians	8	1,200	\$10	6	1,200	\$7	5	1,200	\$6
Biomedical Science	214	2,100	\$449	273	2,230	\$609	288	2,260	\$651
Subtotal Medical Pay			\$166,784			\$165,215			\$167,264
<u>Personal Allowance - General Officer</u>									
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
Senior Member of Staff									
Committee - United Nations	1	2,700	3	1	2,700	3	1	2,700	3
General	8	2,200	18	8	2,200	18	8	2,200	18
Lt. General	35	500	18	35	500	18	35	500	18
Subtotal Personal Allowance**			\$43			\$43			\$43
Hostile Fire	2,899	1,800	\$5,218	2,723	1,800	\$4,901	2,723	1,800	\$4,901
Dividing Duty	48	1,800	\$86	45	1,800	\$81	45	1,800	\$81
Linguist	1,270	1,080	\$1,372	1,225	1,080	\$1,323	1,225	1,080	\$1,323
TOTAL SPECIAL PAY			\$173,503			\$171,563			\$173,612

* Nurse Board Certification Pay was implemented in Feb. of FY 1996, and as such is only a partial year payment.

**Special Pay Total includes General Officer Allowances.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR QUARTERS - OFFICERS

	FY 1995 Actual	FY 1996 Estimate	FY 1997 Estimate
	\$435,050	\$448,726	\$452,848

PART I - PURPOSE AND SCOPE

Funds provide payment of basic allowance for quarters authorized under provisions of 37 U.S.C. 403, to officers with or without dependents, partial payments to bachelors in government quarters and to officers occupying inadequate quarters under provisions of 10 U.S.C. 2830.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for quarters (BAQ) is determined by multiplying the number of eligible personnel by the statutory rates, by pay grade. The total requirement considers the projected number of sponsor workyears and the projected number of these workyears that will reside in government housing. For inadequate housing, the rate payable is the with-dependent rate less the current experienced average rate charge for the fair rental value of the housing unit. Pay raise adjustments are: FY 1995, 2.6 percent and 2.4 percent for FY 1996. As a Quality of Life Initiative, the BAQ rates for With and Without Dependents have been increased to 5.2 percent for FY 1996 only. FY 1997 reflects the 3 percent pay raise. This is to resolve the BAQ gap which now causes members to absorb 19.5 percent of their housing costs instead of the Congressional goal of 15 percent.

Based on recent information from AF Directorate of Housing, there will be no officers living in Inadequate Housing in FY97, nor do they project that there will be any members living in this form of housing through FY 2001.

The computation of fund requirements is provided by the following tables:

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
General	58	11,070.00	642	55	11,501.73	633	56	11,907.67	667
Colonel	2,631	9,968.40	26,227	2,631	10,367.17	27,250	2,562	10,722.71	27,472
Lt. Colonel	7,789	9,608.40	74,840	7,676	9,983.13	76,630	7,573	10,335.47	78,270
Major	10,138	8,470.80	85,877	10,431	8,801.16	91,805	10,723	9,111.79	97,706
Captain	17,083	7,093.57	121,179	16,640	7,369.16	122,623	15,476	7,629.49	118,074
1st Lieutenant	1,212	6,217.37	7,535	1,486	6,427.57	9,551	1,282	6,687.89	8,574
2nd Lieutenant	1,411	5,640.55	7,959	1,312	5,857.60	7,685	1,337	6,067.50	8,112
Subtotal with Dependents	40,322		\$324,259	40,231		\$336,177	39,009		\$338,875

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Without Dependents - Full Allowance

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
General	3	8,992.80	27	4	9,343.52	37	2	9,673.29	19
Colonel	213	8,251.20	1,758	213	8,573.00	1,826	207	8,875.57	1,837
Lt. Colonel	956	7,945.20	7,596	942	8,255.06	7,776	929	8,546.41	7,940
Major	2,205	7,365.60	16,241	2,225	7,652.86	17,028	2,333	7,922.95	18,484
Captain	8,892	5,929.16	52,722	8,557	6,160.40	52,715	7,981	6,377.82	50,901
1st Lieutenant	3,118	4,707.69	14,679	3,308	4,891.26	16,180	3,299	5,063.97	16,706
2nd Lieutenant	4,415	3,965.69	17,509	4,062	4,120.29	16,737	4,183	4,265.71	17,843
Subtotal without Dependents	19,802		\$110,532	19,311		\$112,299	18,934		\$113,730

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Without Dependents - Partial Allowance

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Colonel	5	475.20	2	5	475.20	2	5	475.20	2
Lt. Colonel	21	396.00	8	21	396.00	8	19	396.00	8
Major	50	320.40	16	50	320.40	16	53	320.40	17
Captain	385	266.40	103	371	215.08	80	345	266.40	92
1st Lieutenant	238	212.40	51	252	158.78	40	252	212.40	54
2nd Lieutenant	463	158.40	73	426	232.29	99	439	158.40	70
Subtotal without Dependents (partial)	1,162		\$253	1,125		\$245	1,113		\$243

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Inadequate Family Housing

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Major	1	5,949.48	6	0	6,221.69	0	0	6,441.28	0
Captain	0	5,069.52	0	1	5,301.47	5	0	5,488.58	0
1st Lieutenant	0	4,234.20	0	0	4,427.93	0	0	4,584.21	0
2nd Lieutenant	0	3,980.64	0	0	4,162.77	0	0	4,309.69	0
Subtotal Inadequate Family Housing	1		\$6	1		\$5	0		\$0
TOTAL BASIC ALLOWANCE FOR QUARTERS			\$435,050			\$448,726			\$452,848

(Amount in Thousands)

PROJECT: VARIABLE HOUSING ALLOWANCE - OFFICERS

FY 1995 Actual	\$105,842
FY 1996 Estimate	\$105,476
FY 1997 Estimate	\$105,396

PART I - PURPOSE AND SCOPE

Funds provide for payment of variable housing allowance (VHA) authorized under provisions of 37 U.S.C. Section 403a. VHA is based on pay grade, whether member has dependents, and duty assignment in high cost housing areas in the Continental United States, Alaska and Hawaii. A member with dependents who is assigned to an unaccompanied tour of duty outside the U.S. is entitled to a VHA while serving such a tour of duty for any period during which the member's dependents reside in an area of the U.S. which would qualify the member to receive a VHA if assigned to duty in that area.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Joint Federal Travel Regulation (JFTR), 1 January 1987, authorizes VHA to partially offset high cost housing in designated areas. VHA is authorized to assist members entitled to a basic allowance for quarters (BAQ) to defray housing costs when: (a) Government quarters are not assigned or occupied jointly by the member and dependent(s), and (b) the member is assigned to permanent duty station in a high housing cost area in the United States. For VHA purposes, high housing cost areas are those locations where the median monthly cost of housing for members in the same grade exceeds 80 percent of the median monthly cost of housing for members in same grade throughout the Continental United States (CONUS), Alaska and Hawaii. The VHA rate is developed using the latest actuals and inflating using an annualization of the approved inflation rates of 2 percent in FY 1996 and 2.2 percent in FY 1997 starting in January of each year.

The FY 1996 Defense Authorization Act amended subsection (c)(3) of section 403A of title 37, U.S.C. which allows the Services to implement a VHA Rate Protection program.. This option would protect a servicemember against unexpected lowering of VHA rates while stationed in a particular area. This program will be started as of 1 Jan. 1996.

The computation of requirements is provided in the following table:

(Amount in Thousands)

VARIABLE HOUSING ALLOWANCE - OFFICERS

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	57	3,395.76	194	54	3,446.70	186	54	3,520.83	190
Colonel	2,695	2,581.32	6,957	2,668	2,620.04	6,990	2,598	2,676.39	6,953
Lt. Colonel	8,414	2,376.24	19,994	8,063	2,411.88	19,447	7,950	2,463.76	19,587
Major	11,780	2,171.52	25,581	11,741	2,204.09	25,878	12,149	2,251.50	27,353
Captain	23,637	1,733.88	40,984	22,747	1,759.89	40,032	21,005	1,797.74	37,762
1st Lieutenant	5,210	1,168.20	6,086	4,737	1,185.72	5,617	4,482	1,211.22	5,429
2nd Lieutenant	5,278	1,145.52	6,046	4,856	1,162.70	5,646	4,952	1,187.71	5,882
TOTAL VARIABLE HOUSING ALLOWANCE	57,071		\$105,842	54,866		\$103,796	53,190		\$103,156
VHA RATE PROTECTION			0			1,880			2,240
TOTAL HOUSING ALLOWANCE			\$105,842			\$105,476			\$105,396

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

FY 1995 Actual	\$139,856
FY 1996 Estimate	\$139,856
FY 1997 Estimate	\$141,109

PART I - PURPOSE AND SCOPE

Funds provide monthly subsistence allowance as authorized by 37 U.S.C. 402.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for subsistence costs are computed by multiplying the statutory rate by the programmed officer workyears. The rate increases are a direct result of the annualization of the pay raise. Workyears are reduced to reflect the drawdown in force structure.

Details of the computation are provided in the following table:

FY 1995 Actual		FY 1996 Estimate		FY 1997 Estimate	
Workyears	Statutory Rate	Workyears	Statutory Rate	Workyears	Statutory Rate
79,738	1,753.94	78,328	1,785.51	76,839	1,836.43
	\$139,856		\$139,856		\$141,109

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 1995 Actual	\$111,680
FY 1996 Estimate	\$103,299
FY 1997 Estimate	\$107,754

PART I - PURPOSE AND SCOPE

Funds provide payment of a per diem allowance to officers on duty outside the Continental United States. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by Joint Travel Regulation and authorized under the provisions of 37 U.S.C. 405.

PART II - JUSTIFICATION OF FUNDS REQUESTED

This allowance is authorized for the purpose of defraying the average excess costs experienced by service members. The Overseas Housing Allowance (OHA) consists of the difference between the Basic Allowance for Quarters and the applicable housing costs in the overseas area where members are stationed. The Moving In Housing Allowance is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The Temporary Lodging Allowance covers the off-base housing (hole) costs for military members permanently relocating in or out of an overseas location. The number of personnel entitled to an overseas station allowance are based, as directed in guidance, on historical data adjusted for known changes of each type of allowance. The rates for FY 1995 are from actuals; the FY 1996 rate is based on the most recent foreign currency rates. The FY 1997 rates are those issued by the Per Diem, Travel and Transportation Allowance Committee as of 1 January 1996.

The workyears for Cost of Living, Housing, Moving In and Temporary Lodging allowances are based on authorized overseas strengths for each fiscal year.

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - OFFICERS

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	46	9,581.33	441	45	8,427.60	379	44	8,940.84	393
Colonel	619	9,234.00	5,716	599	8,953.00	5,363	590	9,499.00	5,604
Lt. Colonel	1,503	8,323.00	12,509	1,454	7,889.00	11,471	1,432	8,352.00	11,960
Major	2,308	7,186.00	16,585	2,233	6,924.00	15,461	2,198	7,313.00	16,074
Captain	4,979	6,458.00	32,154	4,817	5,912.00	28,478	4,742	6,240.00	29,590
1st Lieutenant	772	4,877.00	3,765	747	4,413.00	3,297	735	4,692.00	3,441
2nd Lieutenant	291	3,903.00	1,136	272	3,512.00	955	277	3,727.00	1,032
Subtotal Cost of Living	10,518		\$72,306	10,167		\$65,404	10,018		\$68,094

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - OFFICERS

<u>Housing Allowance</u>	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Grade									
General	2	5,955.00	12	2	4,201.00	8	2	4,434.00	9
Colonel	150	11,118.00	1,668	145	12,503.00	1,813	143	13,289.00	1,900
Lt. Colonel	510	8,283.00	4,224	490	8,388.00	4,110	466	8,973.00	4,361
Major	878	7,519.00	6,602	845	7,708.00	6,513	836	8,310.00	6,947
Captain	2,129	6,879.37	14,646	2,053	6,837.00	14,036	2,028	7,271.00	14,746
1st Lieutenant	314	6,879.00	2,160	304	6,804.00	2,068	299	7,203.00	2,154
2nd Lieutenant	106	7,836.00	831	101	7,737.00	781	101	8,283.00	837
Subtotal Housing Allowance	4089		\$30,141	3940		\$29,329	3895		\$30,954
<u>Moving-In</u>									
<u>Housing Allowance</u>	864	691.79	\$598	856	710.30	\$608	874	736.46	\$644
<u>Temporary</u>									
<u>Lodging Allowance</u>	19,612	440.29	\$8,635	18,179	437.63	\$7,958	17,769	453.75	\$8,062
TOTAL STATION ALLOWANCE, OVERSEAS			\$111,680			\$103,299			\$107,754

Note: Numbers may not add due to rounding.

(Amount in Thousands)

PROJECT: CONUS COST OF LIVING ALLOWANCE (COLA) - OFFICERS

FY 1995 Actual \$151
FY 1996 Estimate \$1,810
FY 1997 Estimate \$1,849

PART I - PURPOSE AND SCOPE

Congress approved in the Fiscal Year 1995 Defense Authorization Act the payment of a COLA to soldiers assigned to high cost areas in CONUS.

PART II - JUSTIFICATION OF FUNDS REQUESTED

As part of the DoD Quality of Life Initiatives, high cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 109 percent of the national cost of living average. Implementation of the entitlement was July 1, 1995. Computation of program cost is the product of military member by grade and dependency status, the number of members assigned to a designated high-cost area of CONUS, and the percent by which an area's cost of non-housing goods and services exceeds 109 percent of the national cost of living average.

Details of the computations are shown below:

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Officers	1,618	93.48	151	1,590	1,138.59	1,810	1,590	1,163.07	1,849
TOTAL CONUS COLA			\$151			\$1,810			\$1,849

(Amount in Thousands)

PROJECT: UNIFORM ALLOWANCES - OFFICERS

FY 1995 Actual	\$1,816
FY 1996 Estimate	\$1,820
FY 1997 Estimate	\$1,718

PART I - PURPOSE AND SCOPE

Funds provide an initial clothing allowance to officers upon commissioning and an additional allowance for purchase of required uniforms. Authorization for this allowance is under the provisions of 37 U.S.C. 415 and 416. Congress in the FY 1988-1989 Defense Authorization Act approved the payment of Civilian Clothing Allowance for Air Force Officers. Officers assigned at locations outside the United States who are required to wear civilian clothing in the performance of their duties and/or a TDY mission are entitled to receive this allowance.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Uniform allowances are determined by applying statutory rates to the programmed number of eligible officers. Starting January 1, 1985 the initial clothing allowance paid to all personnel commissioned or appointed as officers in the Regular or Reserve component is \$200, regardless of source of commission or previous enlisted status. Officers are also entitled to an additional active duty uniform allowance of \$100 to pay for additional uniforms required while they are on active duty for training. The number of payments for the Initial and Additional Allowances are based on the number of accessions programmed.

	FY 1995 Actual		FY 1996 Estimate		FY 1997 Estimate	
	Payments	Statutory Rate	Payments	Statutory Rate	Payments	Statutory Rate
Initial Allowances	5,042	200.00	5,019	200.00	4,774	200.00
Additional Allowances	5,042	100.00	5,019	100.00	4,774	100.00
Civilian Clothing	331	919.00	337	932.79	300	952.87
TOTAL UNIFORM ALLOWANCES		\$1,816		\$1,820		\$1,718

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 1995 Actual	\$3,411
FY 1996 Estimate	\$3,440
FY 1997 Estimate	\$3,399

PART I - PURPOSE AND SCOPE

Funds provide two types of family separation allowance (FSA I & II) payments, under the provisions of 37 U.S.C. 427, to officers with dependents to compensate for added expenses incurred because of forced separation from dependents:

- (1) Members are entitled to FSA I when travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in CONUS for his family and one overseas.
- (2) FSA II is payable when a member with dependents makes a permanent change of station, or member is on temporary duty away from permanent duty station continually for thirty days or more either in CONUS or overseas, and the travel of dependents to member's duty station is not authorized, and dependents do not reside at or near the duty station.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate.

Details of the cost compilation are provided in the following tables:

(Amount in Thousands)

FAMILY SEPARATION ALLOWANCES - OFFICERS

PCS Overseas with Dependents not Authorized and Maintain two Homes

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Colonel	8	8,251.20	66	8	8,573.00	69	8	8,875.57	71
Lt. Colonel	23	7,945.20	183	23	8,255.06	190	22	8,546.41	188
Major	26	7,365.60	192	26	7,652.86	199	25	7,922.95	198
Captain	27	5,904.00	159	27	6,134.26	166	26	6,350.76	165
1st Lieutenant	4	4,690.00	19	4	4,862.52	19	4	5,034.14	20
2nd Lieutenant	1	3,942.00	4	1	4,095.74	4	1	4,240.29	4
Subtotal	89		\$623	89		\$647	86		\$646

PCS CONUS or Overseas
with dependents not
authorized

450	900.00	\$405	450	900.00	\$405	434	900.00	\$391
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IDY CONUS or Overseas
for more than 30 days
with dependents not
residing near IDY station

2,646	900.00	\$2,383	2,653	900.00	\$2,388	2,624	900.00	\$2,362
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TOTAL FAMILY SEPARATION ALLOWANCE

		\$3,411			\$3,440			\$3,399
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(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICER

FY 1995 Actual	\$161,676
FY 1996 Estimate	\$195,975
FY 1997 Estimate	\$92,800

PART I - PURPOSE AND SCOPE

Funds provide:

- (1) Lump sum terminal leave payments to officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under provisions of 10 U.S.C. 701, and 37 U.S.C. 501.
- (2) Severance pay to officers who are involuntarily discharged or released from active duty, including severance pay to officers not eligible for retirement under any provision of law on the date of elimination by promotion list passover, under provisions of 10 U.S.C. 637(a), disability severance pay paid to a member separated from the service for a physical disability under provisions of 10 U.S.C. 1212, and severance pay paid to certain members who voluntarily separate under the Voluntary Separation Incentive (VSI)/Special Separation Benefit (SSB) programs under the provisions of U.S.C. 1775 and 1174a, and certain members who retire under the Temporary Early Retirement Authority (TERA) under the provisions of 10 U.S.C. 8911, 8914 as amended.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump sum terminal leave payments are determined by multiplying the projected number of eligibles for each applicable separation payment at rates based on past experience and adjusted for pay raises. For leave accumulated prior to September 1, 1976, and retained throughout the career, payments include basic pay, basic allowance for subsistence and basic allowance for quarters. For leave accumulated after September 1, 1976, to include the lowering to the September 1, 1976 leave balance, the rate payable is basic pay only. Leave payments will not exceed the career total of 60 days.

Severance pays are determined by multiplying a member's basic pay rate for a specified number of months times years of service times a specific percent based on the separation criteria.

The FY 1992 Defense Authorization Act approved two voluntary separation programs to employ during the force drawdown. The programs apply to officer and enlisted members who have more than 6 and less than 20 years of service. The first is the VSI Program, and the second is the SSB Program. VSI is calculated as follows: annual basic pay X 2.5 percent X years of service with annuity payments for twice the years of service. SSB payments are calculated as follows: annual basic pay X 15 percent X years of service. These programs will be used to reduce involuntary separations and will be offered to members in overage specialties to facilitate force shaping requirements during the drawdown. Currently, we do not anticipate any requirements for VSI and SSB in FY 1996 and FY 1997.

The FY 1993 Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the services in achieving their drawdown goals of maintaining readiness and treating people fairly. The criteria for early retirement will include such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced by one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of 2.5 percent X the years of service X basic pay (adjusted for COLA) X reduction factor. For members who leave under the early retirement program, the Air Force is required to establish a subaccount within the Military Personnel Appropriation to fund up front all early retirement payments including cost of living adjustments, which will cover the entire initial period. This period is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use VSI, SSB, and the early retirement programs terminates on 1 October 1999.

(Amount in Thousands)

SEPARATION PAYMENTS - OFFICERS

Lump Sum Terminal Leave Payments

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	No.	Average	Amount	No.	Average	Amount	No.	Average	Amount
	Pymt	Days	Rate	Pymt	Days	Rate	Pymt	Days	Rate
General	167	41.9	4,798.34	168	41.9	4,921.21	157	41.9	5,036.24
Colonel	1,583	30.5	3,103.02	1315	30.5	3,158.88	1,292	30.5	3,248.99
Lt. Colonel	2,304	21.4	2,193.64	2568	21.4	2,233.13	2,294	21.4	2,296.83
Major	2,443	22.8	2,972.92	2066	33.3	2,902.90	1,158	33.3	2,985.71
Captain	2,905	23.6	2,513.74	3012	23.6	2,558.99	2,735	23.6	2,631.99
1st Lieutenant	121	19.9	1,654.05	310	19.9	1,683.82	257	19.9	1,731.85
2nd Lieutenant	58	14.1	817.22	53	14.1	831.93	64	14.1	855.67
Subtotal Lump Sum Terminal Leave			\$25,579			\$24,987			\$21,413
<u>Separation Pay</u>									
Fail Promotion/Unit	440	51,522.00	22,670	486	54,716.00	26,592	573	55,974.00	32,073
Disability	23	28,909.00	665	25	43,956.00	1,099	25	44,967.00	1,124
Severance Pay, Non Disability	3	17,211.00	52	3	20,175.00	61	3	20,639.00	62
Invol-Half Pay 5%	25	39,291.00	982	25	57,600.00	1,440	25	58,925.00	1,473
Invol-Full Pay 10%	392	57,658.00	22,602	1	60,000.00	60	0	0.00	0
SSB	0	0.00	0	1		0	0		0
VSI *	581		0	1		83,479	1		32,579
VSI Trust Fund **	1,403		89,126	856		58,257	55		4,076
15 Year Retirement			\$136,097			\$170,988			\$71,387
Subtotal Separation Pay			\$161,676			\$195,975			\$92,800
TOTAL SEPARATION PAYMENTS									

*VSI recipients after 31 December 1992 - Payments are made from the MILPERS appropriation to the VSI fund.

**Payments to the VSI Trust Fund are sufficient to fully fund VSI recipients in the budget.

(Amount in Thousands)

PROJECT: SOCIAL SECURITY TAX (EMPLOYER'S CONTRIBUTION) - OFFICERS

FY 1995 Actual \$285,407
FY 1996 Estimate \$290,077
FY 1997 Estimate \$286,404

PART I - PURPOSE AND SCOPE

Funds represent the Air Force contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provisions of 26 U.S.C. 3101 and 3111.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Social security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Insurance (OASDI) rate is 6.2 percent and the Hospital Insurance (HI) is 1.45 Percent. There is no wage cap on the 1.45 percent medical contribution. The Government's contribution is based on the percentage rate set by law on member's salary for a calendar year. Taxable income ceilings for OASDI are as follows:

Calendar Year 1995 - 7.65% on First \$61,200
Calendar Year 1996 - 7.65% on First \$62,700
Calendar Year 1997 - 7.65% on First \$65,100

Funding for FY 1994, FY 1995, FY 1996 and FY 1997 includes employer's contribution to Social Security for which military members receive wage credit but no social security tax (i.e., quarters and subsistence allowances). DoD makes direct payments to the Social Security Trust Funds based on Health and Human Services (HHS) estimates to cover the cost of these additional credits.

Details of the computations are shown below.

	FY 1995 Actual		FY 1996 Estimate		FY 1997 Estimate	
	Workyears	Average Rate	Workyears	Average Rate	Workyears	Average Rate
Officers	79,738	3,092.54	78,328	3,135.85	76,839	3,231.72
Wage Credit		246,593		245,625		248,322
		38,814		44,452		38,082
TOTAL SOCIAL SECURITY TAX		\$285,407		\$290,077		\$286,404

PAY & ALLOWANCES OF ENLISTED

SCHEDULE OF INCREASES AND DECREASES (In Thousands of Dollars)

2. Pay and Allowances of Enlisted

FY 1996 Direct Program Request..... \$9,733,355

Increases:

Special Duty Assignment Pay..... 320

- Increase in workyears 320

CONUS COLA..... 1

- Increase in rates 10

- Decrease in workyears -9

Incentive Pay for Hazardous Duty..... 175

- HDIP for Air Weapons Controllers 175

Total Increases..... 496

Decreases:

Selective Reenlistment Bonus (SRB)..... -96

- decrease in number of payments	-96	
Family Separation Allowance		-162
- 1 Jan 97 3.0% pay raise	103	
- Annualization of 1 Jan 96 2.4 % pay raise	20	
- Decrease in workyears	-285	
Clothing Allowance		-600
- Decrease in initial issue clothing payments	-355	
- Decrease in clothing allowance rate	-242	
- Decrease in replacement/supplemental item payments	-3	
Overseas Station Allowance.....		-1,872
-Decrease in workyears	-4,079	
-Increase in rates	2,207	
Special Pay.....		-2,916
- Decrease in payments	-2,916	
Variable Housing Allowance.....		-3,666
- Increase in rates	3,293	
- Decrease in workyears	-8,359	
- New rate protection entitlement for quarter of year	1,400	
Basic Pay		-7,076
- 1 Jan 97 3.0% pay raise	167,433	

- Annualization of 1 Jan 96 2.4 % pay raise	32,703	
- Decrease in workyears	-207,212	
Basic Allowance for Quarters		-7,599
- 1 Jan 97 3.0% BAQ raise	23,840	
- Annualization of 1 Jan 96 5.2 % BAQ increase	9,820	
- Decrease in workyears	-41,259	
Reimbursements.....		-10,252
- Increase in reimbursements causes decrease in direct program		
Social Security (FICA)		-11,271
- 1 Jan 97 3.0% pay raise	12,892	
- Annualization of 1 Jan 96 2.4 % pay raise	2,518	
- Decrease in Wage Credit	-10,730	
- Decrease in workyears	-15,951	
Retired Pay Accrual		-19,448
- 1 Jan 97 3.0% pay raise	54,585	
- Annualization of 1 Jan 96 2.4 % pay raise	10,661	
- Decrease in RPA rate	-17,120	
- Decrease in workyears	-67,574	
Separations		-77,147
- Decrease for VSI Trust Fund	-53,702	
- 1 Jan 97 3.0% pay raise	1,546	

- Annualization of 1 Jan 96 2.4 % pay raise	302	
- Increase in disability payments	140	
- Decrease in LSTL payments	-4,384	
- Increase in involuntary separations	2,909	
- Decrease in early retirement payments	-23,958	
Total Decreases.....		-142,105
FY 1997 Military Personnel, Air Force Direct Program.....		\$9,591,746

PROJECT: BASIC PAY - ENLISTED

(Amount in Thousands)

FY 1995 Actual	\$5,829,782
FY 1996 Estimate	\$5,713,906
FY 1997 Estimate	\$5,706,830

PART I - PURPOSE AND SCOPE

Funds provide basic compensation to enlisted personnel on active duty, including length of service increments, under provision of 37 United States Codes 201, 203 and 205.

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 1995 beginning strength will be 341,317 and ending with 317,938 using 329,433 workyears.

FY 1996 beginning strength will be 317,938 and ending with 308,272 using 314,883 workyears.

FY 1997 beginning strength will be 308,272 and ending with 302,655 using 308,348 workyears.

Funding requirements include annualized pay raises of 2.6 percent in FY1995, 2.4 percent in FY 1996, and 3.0 percent in FY 1997.

(Amount in Thousands)

BASIC PAY - ENLISTED

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	3,275	37,403	122,496	3,180	38,100	121,159	3,067	38,863	119,192
Senior Master Sergeant	6,515	30,618	199,473	6,386	31,403	200,542	6,180	32,061	198,137
Master Sergeant	34,484	25,924	893,978	33,188	26,582	882,200	30,833	27,241	839,923
Technical Sergeant	44,060	22,122	974,676	41,083	22,688	932,105	38,602	23,343	901,078
Staff Sergeant	79,046	18,547	1,466,035	78,967	18,986	1,499,264	77,558	19,576	1,518,310
Sergeant	86,590	14,994	1,298,291	80,391	15,282	1,228,569	82,550	15,542	1,282,994
Airman First Class	45,957	12,194	560,385	41,929	12,506	524,382	39,378	12,897	507,860
Airman	18,163	11,417	207,358	18,670	11,698	218,402	18,752	12,032	225,619
Airman Basic	11,343	9,441	107,090	11,089	9,675	107,283	11,428	9,951	113,717
TOTAL BASIC PAY	329,433		\$5,829,782	314,883		\$5,713,906	308,348		\$5,706,830

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 1995 Actual	\$2,069,573
FY 1996 Estimate	\$1,879,875
FY 1997 Estimate	\$1,860,427

PART I - PURPOSE AND SCOPE

Funds provide for the Department of Defense's contribution to the Military Retirement Fund, under provisions of 10 United States Code 1466. Retired pay accrual amounts are approved rates based on the latest economic assumptions, i.e., interest, salary and cost-of-living adjustments.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived using accrual percentages of 35.5 for FY 1995, 32.9 for FY 1996, and 32.8 for FY 1997 based on the total amount of basic pay expected to be paid during each fiscal year to enlisted members of the Air Force.

The computation of fund requirements is shown in the following table:

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Average			Average			Average		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
	329,433	6282.23	\$2,069,573	314,883	5970.07	\$1,879,875	308,348	6033.53	\$1,860,427
			\$2,069,573			\$1,879,875			\$1,860,427
TOTAL RETIRED PAY ACCRUAL									

(Amount In Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

FY 1985 Actual	\$21,740
FY 1986 Estimate	\$20,784
FY 1987 Estimate	\$20,959

PART I - PURPOSE AND SCOPE

The purpose of Incentive Pay for Hazardous Duty is to help the Air Force attract and retain enlisted volunteers in duties requiring more than normal exposure to hazardous duties in peacetime.

Funds provide payment to enlisted personnel under provisions of 37 United States Code 301 as follows:

- (1) Crew Member - A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay.
- (2) Non-Crew Member - Involves frequent and regular participation in aerial flights. Enlisted personnel non-crew members are classified as "operational support flyers". They are required to perform critical inflight duties (such as maintenance) that cannot be performed by an assigned crew member.
- (3) Parachute Jumping - Incentive pay for hazardous duty to induce volunteer enlisted personnel to enter into and remain in duty involving parachute jumping from an aircraft in aerial flight.
- (4) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard.
- (5) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human test subject in thermal stress experiments, and (c) duty as human acceleration/deceleration test subject.
- (6) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide.
- (7) Live/Hazardous Biological Organisms - Duties in which members may be exposed to toxic pesticides or to various hazardous viruses and biological organisms.
- (8) Other hazardous duty required by order and authorized under the provisions of 37 United States Code 301.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Incentive duty pay is computed on the basis of the average number of enlisted in each pay grade who are eligible for payment. Average pay rates for flying duty crew members are those prescribed by law, based on average years of service by pay grade. All other hazardous duty pay is computed at the statutory rate per workyear.

Hazardous Duty Incentive Pay (HDIP) for enlisted Air Weapons Controllers is proposed as a Unified Legislation Budget (ULB) initiative for FY 1987. This would authorize specialized HDIP for enlisted members serving as air weapons controllers aboard airborne warning and control system aircraft.

The computation of fund requirements is provided in the following tables:

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

Flying Duty Crew Members

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	113	2,400	271	105	2,400	252	105	2,400	252
Senior Master Sergeant	287	2,400	689	266	2,400	638	266	2,400	638
Master Sergeant	1,518	2,400	3,643	1,460	2,400	3,504	1,460	2,400	3,504
Technical Sergeant	1,736	2,100	3,646	1,614	2,100	3,389	1,614	2,100	3,389
Staff Sergeant	2,441	1,800	4,394	2,269	1,800	4,084	2,269	1,800	4,084
Sergeant	2,045	1,500	3,068	1,852	1,500	2,778	1,852	1,500	2,778
Airman First Class	347	1,320	458	323	1,320	426	323	1,320	426
Airman	105	1,320	139	97	1,320	128	97	1,320	128
Airman Basic	16	1,320	21	14	1,320	18	14	1,320	18
Subtotal Flying Duty Crew	8,608		\$16,329	8,000		\$15,217	8,000		\$15,217
Non-Crew Members	513	1,320	\$677	513	1,320	\$677	513	1,320	\$677
Subtotal Flying Duty Pay	9,121		\$17,006	8,513		\$15,894	8,513		\$15,894
Other Incentive Pay									
Para Jumping (Reg/HALO)	935	1,855	1,734	900	1,850	1,665	900	1,850	1,665
Experimental Stress	528	1,320	697	450	1,320	594	450	1,320	594
Demolition Duty	913	1,320	1,205	843	1,320	1,113	843	1,320	1,113
Toxic Fuel Handlers	763	1,320	1,007	700	1,320	924	700	1,320	924
L/Hazard Bio Org	69	1,320	91	52	1,320	69	52	1,320	69
Subtotal Other Incentive Pay	3,208		\$4,734	2,945		\$4,365	2,945		\$4,365
HDIP For Weapons Controllers						\$525			\$700
TOTAL INCENTIVE PAY	12,329		\$21,740	11,458		\$20,784	11,458		\$20,959

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 1995 Actual	\$31,543
FY 1996 Estimate	\$32,490
FY 1997 Estimate	\$29,574

PART I - PURPOSE AND SCOPE

Funds provide special pay to enlisted personnel for sea duty or duty outside the 48 contiguous states and the District of Columbia as designated by the Secretary of Defense under the provisions of 37 United States Code 305 and 305a; for duty subject to hostile fire under the provisions of 37 United States Code 310; and for special pay for enlisted members extending duty at designated locations overseas under the provisions of 37 United States Code 314.

- (1) Duty At Certain Places (Foreign Duty) - Payment to certain enlisted personnel for purposes of morale and in recognition of the greater than normal hardship experienced at designated locations outside the 48 contiguous states and the District of Columbia. Payment is based on grade with rates ranging from \$8 to \$22.50 per month.
- (2) Overseas Duty Extension Pay - Purpose is to induce enlisted personnel in certain specified "critical skill" classifications to extend their tours for the convenience of the government. Some military specialties are imbalanced in that there are many more positions overseas than in the United States. This results in members being reassigned overseas after less than two years in the United States. This is a career irritant that has resulted in many voluntary separations from the service. A financial incentive for extending tours of duty overseas helps alleviate these problems as well as conserve permanent change of station (PCS) funds.
- (3) Diving Duty Pay - Authorized for enlisted members of the Air Force under the provisions of 37 United States Code 304. The specific amount to be paid is determined by the Secretary of the Air Force. Although the maximum amount authorized by law is \$300/month for enlisted personnel, the amounts paid by the Air Force are \$150 or \$100 per month based on divers' skill levels, responsibility, hazard, and need for the incentive. Air Force enlisted members engaged in diving duties fall into two career fields, pararescue and diving duty basic. Changes in DoD Pay Manual have authorized members to receive pay when they start training. Pararescue divers conduct day/night underwater rescue operations; recover space vehicles; detect and treat decompression sickness; diving accidents/injuries; infiltrate and exfiltrate for land rescue in combat environment and; deploy to sea via parachute, helicopter, surface or subsurface vessel. Combat control team members, who receive the diving duty-basic suba pay, conduct infiltration and exfiltration to establish and manage air landing/off-load areas ashore. They enter water from surface vessel, parachute or helicopter drop.
- (4) Hostile Fire Pay - Paid to members who serve in designated areas subject to specific dangers.
- (5) Foreign Language Proficiency Pay - Authorized in 37 United States Code 316 for enlisted members who have been certified as proficient in a foreign language identified by the Secretary of Defense and who is: (a) qualified in a military specialty requiring such proficiency, (b) received training to develop such proficiency, (c) assigned to military duties requiring such a proficiency, or (d) is proficient in a language for which DoD has a critical need. The pay, ranging between \$75 and \$100 a month, is based on proficiency skill levels.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Amounts are computed by applying statutory rates to the average numbers of personnel programmed to be eligible. These areas are sensitive to initiatives in support of the national defense mission. They include continuing efforts such as Southern Watch, Provide Promise and Provide Comfort.

Details of the computation are shown in the following tables.

(Amount in Thousands)

SPECIAL PAY - ENLISTED

Duty at Certain Places

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	160	270	43	170	270	46	149	270	40
Senior Master Sergeant	443	270	120	468	270	126	413	270	112
Master Sergeant	2,346	270	633	2,523	270	681	2,229	270	602
Technical Sergeant	3,540	240	850	3,734	240	896	3,298	240	792
Staff Sergeant	7,101	192	1,363	7,645	192	1,468	6,754	192	1,297
Sergeant	9,135	156	1,425	9,972	156	1,556	8,808	156	1,374
Airman First Class	3,549	108	383	3,569	108	385	3,153	108	341
Airman	1,181	96	113	1,343	96	129	1,186	96	114
Airman Basic	114	96	11	148	96	14	131	96	13
Subtotal Duty at Certain Places	27,569		\$4,941	29,572		\$5,301	26,121		\$4,685
<u>Diving Duty-Basic Scuba</u>	14	1,320	\$18	11	1,320	\$15	11	1,320	\$15
<u>Diving Duty-Pararescue</u>	619	1,800	\$1,114	584	1,800	\$1,015	564	1,800	\$1,015
<u>Overseas Extension</u>	623	960	\$598	603	960	\$579	603	960	\$579
<u>Sea Duty</u>	6	660	\$4	4	660	\$3	4	660	\$3
<u>Hostile Fire</u>	12,473	1,800	\$22,451	12,588	1,800	\$22,658	11,310	1,800	\$20,358
<u>Foreign Lang Pro Pay</u>	2,602	929	\$2,417	3,425	852	\$2,919	3,425	852	\$2,919
TOTAL SPECIAL PAY	43,906		\$31,543	46,767		\$32,490	42,038		\$29,574

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 1995 Actual \$12,293
FY 1996 Estimate \$15,307
FY 1997 Estimate \$15,627

PART I - PURPOSE AND SCOPE

Special duty assignment pay is authorized by United States Code 307 as an incentive to induce enlisted members to qualify for and serve in duties which are extremely difficult, or duties which involve an unusual degree of responsibility. As of this submission, the Air Force has designated 21 specific duties. Payment is based on skill levels with monthly rates ranging from \$55 to \$375.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Special duty assignment pay is currently authorized for recruiters, basic military training instructors, human intelligence debriefers, combat controllers, enlisted weapons directors, pararescue personnel, tactical air command and control personnel, parachuting instructors, forward area refueling point personnel, defense couriers, members of two joint operational commands, members of two special governmental agencies, and a classified Air Force project. The duties are demanding, arduous and require extraordinary effort for satisfactory performance. The Air Force conducts reviews of the duties, requiring periodic justification, with changes as may be indicated by the review. This program is dynamic, in that duties may be added or deleted throughout the year.

	FY 1995 Actual		FY 1996 Estimate		FY 1997 Estimate	
	Workyears	Amount	Workyears	Amount	Workyears	Amount
SD-5 (\$275)	1,781	5,877	2,848	9,398	2,937	9,692
SD-4 (\$220)	401	1,059	396	1,045	404	1,067
SD-3 (\$165)	1,949	3,860	1,929	3,819	1,932	3,825
SD-2 (\$110)	991	1,308	678	895	677	893
SD-1 (\$55)	287	189	227	150	227	150
TOTAL SPECIAL DUTY ASSIGNMENT PAY	5,409	\$12,293	6,078	\$15,307	6,177	\$15,627

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS

FY 1995 Actual	\$24,414
FY 1996 Estimate	\$32,949
FY 1997 Estimate	\$32,853

PART I - PURPOSE AND SCOPE

A Selective Reenlistment Bonus (SRB) is authorized by Title 37 United States Code 308 as an incentive to attract additional reenlistments in critical military specialties which are characterized by retention levels insufficient to sustain the career force at an adequate level. It is available for application to problem reenlistment points from 21 months to 14 years of active service. The bonus amount is the product of up to 10 months of basic pay to which the member was entitled at the time of discharge or release, times the number of years of additional obligated service, not to exceed a total amount of \$45,000. The Air Force has chosen to place a ceiling of \$30,000 on the bonus and has capped the base pay multiple at 3.5 percent. The FY 1988 DoD Authorization Act changed the SRB pay methodology. The Air Force pays SRBs under the installment program paying 50 percent up front and the remainder in equal annual payments. Accelerated payments are installment payments made in advance of the normal anniversary dates. Average rates paid change in connection with multiples authorized, years of reenlistment and annual pay raises.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Selective reenlistment bonus requirements are based on retention trends, current and projected manning levels, and year group shortages in critical skills. Bonuses are successful in both attracting reenlistments of members currently serving in the designated skills, and in attracting members serving in other skills to reenlist for service in the designated skills. There will always be some specific skills with insufficient retention and a need for the bonus. We will also experience small year groups entering the reenlistment window in FY's 1996-1997, and will need to continue bonuses that might otherwise be reduced/eliminated in order to attain necessary reenlistments to sustain the force. To ensure the most prudent and effective expenditure of funds, the Air Force performs a top-to-bottom review of all skills twice each year.

The Air Force has and will continue to focus management initiatives to balance overage and shortage skills. For shortage skills, the Air Force continually evaluates the SRB program and offers bonuses where appropriate. Other initiatives to fill shortage skills include: increased promotion opportunity to members in chronic critical shortage skills; retaining NCOs from overage skills into shortage skills; and returning previously qualified specialists to shortage skills. The following actions are aimed at reducing overage skills: voluntary and involuntary retraining out of overage skills; and screening/selecting personnel in overage skills for service in shortage skills in which previously qualified.

(Amount in Thousands)

SELECTIVE REENLISTMENT BONUS (SRB)

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount
Initial Payments	2,512	4,327	10,870	4,403	4,511	19,862	3,983	4,594	18,300
Anniversary Payments	15,063	874	13,177	13,062	971	12,687	13,480	1,050	14,153
Accelerated Payments	190	1,931	367	1,250	320	400	1,250	320	400
TOTAL	17,765		\$24,414	18,715		\$32,949	18,713		\$32,853

REENLISTMENT BONUS OUTYEAR IMPACT
MILITARY PERSONNEL, AIR FORCE
(Amounts in Thousands)

	FY 1995		FY 1996		FY 1997		FY 1998		FY 1999		FY 2000		FY 2001	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obl	15,063	13,177	10,567	10,050	6,657	6,726	5,252	4,671	1,348	1,722				
Accel Payments	190	367	1,250	400	1,250	400								
Prior Yr	2,512	10,870	2,495	2,637	2,450	2,609	2,380	2,582	1,699	1,560	1,131	1,560		
(FY 95)														
Current Yr			4,403	19,862	4,373	4,818	4,295	4,767	4,170	4,717	2,978	2,888	1,983	2,671
(FY 96)														
Budget Yr					3,983	18,300	3,712	4,440	3,885	4,392	3,773	4,346	2,680	2,661
(FY 97)														
Annual Payments	15,253	\$13,544	14,312	13,087	14,730	14,553	15,639	16,460	11,102	\$12,411	7,882	\$8,814	4,663	\$5,332
TOTAL SRB	17,765	\$24,414	18,715	\$32,949	\$18,713	\$32,853	15,639	\$16,460	11,102	\$12,411	7,882	\$8,814	4,663	\$5,332

PROJECT: ENLISTMENT BONUS

(Amount in Thousands)

FY 1995 Actual	\$390
FY 1996 Estimate	\$1,663
FY 1997 Estimate	\$1,663

PART I - PURPOSE AND SCOPE

An enlistment bonus is authorized by 37 United States Code 308a as an incentive to induce individuals to enlist for a period of at least four years in specific, critical military skills which are characterized by an inadequate number of enlistments to meet accession objectives. The maximum bonus authorized by law is \$12,000, however, the Air Force currently pays a maximum of \$4,000 and requires recipients to enlist for a six year term. The Air Force currently pays the bonus to eight specific skill areas.

PART II - JUSTIFICATION OF FUNDS REQUESTED

An enlistment bonus is currently paid to cryptolinguists, and explosive ordnance disposal, combat control and pararescue personnel. It is paid upon completion of technical training, and therefore not only helps to attract enlistments, but also reduces training attrition. Funds are requested based on the number of enlistees required and programmed to enter the designated specialties.

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
New Payments	0	1,000	0	12	1,000	12	12	1,000	12
Residual:									
	0	1,000	0	33	1,000	33	33	1,000	33
	6	3,000	18	154	3,000	462	88	3,000	264
	93	4,000	372	289	4,000	1,156	289	4,000	1,156
TOTAL	99		\$390	488		\$1,663	422	6,000	\$1,663

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR QUARTERS - ENLISTED

FY 1995 Actual	\$808,233
FY 1996 Estimate	\$798,507
FY 1997 Estimate	\$790,908

PART I - PURPOSE AND SCOPE

Funds provide payment of basic allowance for quarters authorized under provisions of 37 United States Code Section 403, with or without dependents, and to enlisted personnel occupying inadequate family housing under the provisions of 10 United States Code Section 2830.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for quarters (BAQ) is determined by multiplying the number of eligible personnel by the statutory rates, by pay grade. The total requirement considers the projected number of sponsor workyears and the projected number of these workyears that will reside in government housing. For inadequate housing, the rate payable is the "with-dependent" rate less the current experienced average rate charge of the fair rental value of the housing unit. Pay raise adjustments are: FY 1995, 2.6 percent; FY 1996, 2.4 percent, and 3.0 percent in FY 1997. As a part of the Quality of Life Proposal, BAQ rates increased for With and Without Dependents to 5.2% in FY 1996 only.

The compilation of fund requirements is provided by the following tables:

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

With Dependents

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average	Rate	Workyears	Average	Rate	Workyears	Average	Rate
Chief Master Sergeant	2,227	7,089.36	15,788	2,162	7,385.85	15,925	2,054	7,625.81	15,663
Senior Master Sergeant	4,158	6,513.20	27,082	4,076	6,767.21	27,583	3,884	7,006.05	27,212
Master Sergeant	20,155	6,031.36	121,562	19,398	6,266.58	121,559	17,748	6,487.75	115,145
Technical Sergeant	23,362	5,564.31	129,993	21,784	5,781.32	125,940	20,158	5,985.36	120,653
Staff Sergeant	33,751	4,979.30	168,056	33,387	5,173.49	172,727	32,295	5,356.08	172,975
Sergeant	25,977	4,388.39	113,478	24,645	4,538.76	111,858	24,391	4,698.95	114,612
Airman First Class	9,914	4,090.03	40,549	9,045	4,249.54	38,437	8,366	4,399.52	36,806
Airman	3,005	3,864.28	11,612	3,089	4,014.99	12,402	3,055	4,156.69	12,699
Airman Basic	1,336	3,849.31	5,143	1,306	3,999.43	5,223	1,326	4,140.59	5,490
Subtotal with Dependents	123,885		\$633,263	118,892		\$631,654	113,277		\$621,255

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Without Dependents - Full Allowance	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Grade									
Chief Master Sergeant	171	5,418.09	926	166	5,629.40	934	161	5,828.08	938
Senior Master Sergeant	449	4,980.11	2,236	440	5,174.33	2,277	426	5,356.95	2,282
Master Sergeant	2,975	4,252.20	12,650	2,863	4,418.04	12,649	2,660	4,573.96	12,167
Technical Sergeant	5,072	3,848.54	19,520	4,729	3,988.63	18,910	4,444	4,139.76	18,397
Staff Sergeant	12,292	3,548.42	43,617	12,280	3,686.81	45,274	12,060	3,816.93	46,032
Sergeant	21,112	3,086.65	65,165	18,673	3,207.03	59,885	19,174	3,320.22	63,662
Airman First Class	7,188	3,025.85	21,750	5,691	3,143.86	17,892	5,345	3,254.82	17,397
Airman	914	2,451.92	2,241	940	2,547.54	2,395	944	2,637.46	2,490
Airman Basic	79	1,873.58	148	77	1,946.65	150	80	2,015.35	161
Subtotal without Dependents	50,252		\$168,253	45,859		\$160,366	45,294		\$163,526

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Without Dependents - Partial Allowance

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Average	Rate	Amount	Average	Rate	Amount	Average	Rate	Amount
	Workyears			Workyears			Workyears		
Chief Master Sergeant	9	223.20	2	9	223.20	2	8	223.20	2
Senior Master Sergeant	20	183.60	4	20	183.60	4	19	183.60	3
Master Sergeant	163	144.00	23	157	144.00	23	146	144.00	21
Technical Sergeant	347	118.80	41	324	118.80	38	304	118.80	36
Staff Sergeant	2,648	104.40	276	2,645	104.40	276	2,598	104.40	271
Sergeant	14,909	97.20	1,449	14,770	97.20	1,436	15,167	97.20	1,474
Airman First Class	23,971	93.60	2,244	22,737	93.60	2,128	21,353	93.60	1,999
Airman	13,816	86.40	1,194	14,201	86.40	1,227	14,264	86.40	1,232
Airman Basic	9,891	82.80	819	9,670	82.80	801	9,965	82.80	825
Subtotal without Dependents (partial)	65,774		\$6,052	64,533		\$5,935	63,824		\$5,863

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Inadequate Family Housing									
Chief Master Sergeant	0	0.00	0	0	0.00	0	0	0.00	0
Senior Master Sergeant	0	0.00	0	0	0.00	0	0	0.00	0
Master Sergeant	18	1,581.52	28	15	1,643.20	25	7	1,655.91	12
Technical Sergeant	38	1,596.39	61	31	1,658.65	51	14	1,671.48	23
Staff Sergeant	106	1,367.66	145	84	1,421.00	119	44	1,431.99	63
Sergeant	284	1,201.83	317	207	1,248.70	258	96	1,258.36	121
Airman First Class	100	1,103.47	110	83	1,146.51	95	37	1,155.38	43
Airman	3	1,036.24	3	3	1,076.65	3	2	1,084.98	2
Airman Basic	1	940.51	1	1	977.19	1	0	984.75	0
Subtotal Inadequate Family Housing	530		\$665	424		\$552	200		\$264
TOTAL BASIC ALLOWANCE FOR QUARTERS	240,441		808,233	229,708		798,507	222,595		790,908

(Amount in Thousands)

PROJECT: VARIABLE HOUSING ALLOWANCE - ENLISTED

FY 1995 Actual	\$180,235
FY 1996 Estimate	\$178,321
FY 1997 Estimate	\$174,655

PART I - PURPOSE AND SCOPE

Funds provide for payment of Variable Housing Allowance (VHA) authorized under provisions of 37 United States Code Section 403a. VHA is based on pay grade, whether member has dependents, and duty assignment in high cost housing areas in the continental United States, Alaska and Hawaii. A member with dependents who is assigned to an unaccompanied tour of duty outside the United States is entitled to a VHA while serving such a tour of duty for any period during which the member's dependents reside in an area of the United States which would qualify the member to receive a VHA if assigned to duty in that area.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable housing allowance, as authorized in the Joint Federal Travel Regulation, is used to partially offset high cost housing in designated areas. It is authorized to members entitled to a basic allowance for quarters (BAQ) to defray housing costs when: (a) government quarters are not assigned or occupied jointly by the member and dependent(s), and (b) the member is assigned to permanent duty station in a high housing cost area in the United States. For VHA purposes, high housing cost areas are those locations where the median monthly cost of housing for members in the same grade exceeds 80 percent of the median monthly cost of housing for members in the same grade throughout the continental United States, Alaska and Hawaii. A projection of eligible personnel was developed from a relationship between actual VHA payments and actual BAQ payments at both the full "with dependent" rate and the full "without dependent" rate, adjusted for approved inflation.

VHA rate protection is proposed as a Unified Legislation Budget (ULB) initiative for FY 1997. This option would protect a servicemember against unexpected lowering of VHA rates while stationed in a particular area.

The computation of requirements is provided in the following table:

(Amount in Thousands)

VARIABLE HOUSING ALLOWANCE - ENLISTED

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	2,127	1,962.00	4,173	2,062	1,991.43	4,106	1,986	2,034.26	4,040
Senior Master Sergeant	4,173	1,819.68	7,594	4,090	1,846.98	7,554	3,928	1,886.70	7,411
Master Sergeant	20,873	1,708.20	35,655	20,089	1,733.82	34,831	18,413	1,771.11	32,612
Technical Sergeant	24,793	1,440.48	35,714	23,125	1,462.09	33,811	21,384	1,493.53	31,938
Staff Sergeant	38,598	1,221.96	47,165	38,559	1,240.29	47,824	38,501	1,266.96	48,779
Sergeant	37,390	979.92	36,639	36,713	994.62	36,515	35,646	1,016.01	36,217
Airman First Class	14,494	714.00	10,349	13,224	724.71	9,584	12,519	740.30	9,268
Airman	3,527	713.04	2,515	3,620	723.74	2,620	3,435	739.30	2,539
Airman Basic	1,378	312.72	431	1,343	317.41	426	1,390	324.24	451
VHA Rate Protection						1,050			1,400
TOTAL	147,353		180,235	142,825		178,321	137,202		174,655

(Amount in Thousands)

PROJECT: STATION ALLOWANCES, OVERSEAS - ENLISTED

FY 1995 Actual	\$412,691
FY 1996 Estimate	\$372,156
FY 1997 Estimate	\$370,284

PART I - PURPOSE AND SCOPE

Funds provide payment of a per diem allowance to enlisted personnel on duty outside the continental United States. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by Joint Travel Regulation and authorized under the provisions of 37 United States Code 403 and 405.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Station Allowances, Overseas consists of: (a) cost of living allowance (COLA), (b) overseas housing allowance (OHA), (c) temporary lodging allowance (TLA), and (d) moving-in housing allowance (MIHA). COLA is based on FY 1995 experience adjusted to reflect changes in overseas strength. The rates for FY 1996 reflect the most recent experience. The FY 1997 rates are those issued by the Per Diem, Travel and Transportation Allowance Committee as of January 1996 as directed in guidance. OHA consists of the difference between the basic allowance for quarters (BAQ) and the applicable housing costs in the overseas area where members are stationed. TLA covers the off-base housing (hotels) costs for military members permanently relocating in or out of an overseas location. MIHA is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The number of personnel entitled to an overseas station allowance is based on historical data adjusted for known changes of each type of allowance.

The workyears for cost of living allowance, housing allowance, temporary lodging allowance, and moving-in allowance are based on authorized overseas strengths for each fiscal year.

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - ENLISTED

<u>Cost of Living</u>	<u>FY 1995 Actual</u>			<u>FY 1996 Estimate</u>			<u>FY 1997 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Chief Master Sergeant	662	6,326	4,188	628	5,936	3,728	622	6,071	3,776
Senior Master Sergeant	1,435	5,895	8,459	1,362	5,683	7,740	1,347	5,860	7,893
Master Sergeant	7,095	5,564	39,477	6,734	5,198	35,003	6,662	5,324	35,468
Technical Sergeant	10,395	4,955	51,507	9,868	4,646	45,847	9,761	4,737	46,238
Staff Sergeant	19,116	4,326	82,696	18,291	4,046	74,005	18,097	4,120	74,560
Sergeant	20,966	3,261	68,370	19,902	2,985	59,407	19,687	3,054	60,124
Airman First Class	7,667	2,576	19,750	6,865	2,334	16,023	6,790	2,409	16,357
Airman	2,416	2,002	4,837	2,462	1,937	4,769	2,434	1,941	4,724
Airman Basic	284	1,550	440	310	1,470	456	308	1,555	479
Total Cost of Living	70,036		\$279,724	66,422		\$246,978	65,708		\$249,619

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - ENLISTED

<u>Housing Allowance</u>	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Chief Master Sergeant	187	6,676	1,248	177	7,040	1,246	175	6,629	1,160
Senior Master Sergeant	395	5,754	2,273	375	5,677	2,129	370	5,339	1,975
Master Sergeant	2,088	5,495	11,474	1,982	5,376	10,655	1,960	5,040	9,878
Technical Sergeant	3,426	5,420	18,569	3,252	5,365	17,447	3,217	5,061	16,281
Staff Sergeant	5,842	5,128	29,958	5,546	5,146	28,540	5,486	4,893	26,843
Sergeant	4,788	4,957	23,734	4,545	4,967	22,575	4,496	4,834	21,734
Airman First Class	1,208	6,168	7,451	1,147	5,518	6,329	1,134	5,630	6,384
Airman	212	6,737	1,428	201	6,043	1,215	199	5,953	1,185
Airman Basic	14	5,315	74	13	5,300	69	13	5,205	68
Subtotal Housing Allowance	18,160		\$96,209	17,238		\$90,205	17,050		\$85,508
Temporary Lodging Allowance	68,139	429	\$29,232	63,722	435	\$27,719	62,678	444	\$27,829
Moving-In Housing Allowance	11,396	660	\$7,526	10,821	670	\$7,254	10,701	685	\$7,328
TOTAL STATION ALLOWANCES, OVERSEAS			\$412,691			\$372,156			\$370,284

(Amount in Thousands)

PROJECT: CONUS COST OF LIVING ALLOWANCE (COLA) - ENLISTED

FY 1995 Actual \$133
FY 1996 Estimate \$517
FY 1997 Estimate \$518

PART I - PURPOSE AND SCOPE

Congress approved in the Fiscal Year 1995 DoD Authorization Act the payment of a COLA to soldiers assigned to high cost areas in CONUS.

PART II - JUSTIFICATION OF FUNDS REQUESTED

As part of the DoD Quality of Life initiatives high cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 109 percent of the national cost of living average. Computation of program cost is the product of military member by grade and dependency status, the number of members assigned to a designated high-cost area of CONUS, and the percent by which an area's cost of non-housing goods and services exceeds 109 percent of the national cost of living average.

Details of the computation are shown below:

CONUS COLA - Enlisted	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears		Rate	Workyears		Rate	Workyears		Rate
	443	301		1,694	306		1,660	312	
			\$133			\$517			\$518

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

FY 1995 Actual	\$95,710
FY 1996 Estimate	\$102,384
FY 1997 Estimate	\$101,784

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted personnel for prescribed clothing, authorized by the Secretary of Defense under the provisions of U.S.C. 418. This project includes:

- (1) Initial clothing allowances upon enlistment,
 - (2) Civilian clothing allowances when authorized,
 - (3) Basic replacement allowance payable to a member upon completion of six months active duty for the remainder of the first three years of continuous service,
 - (4) Standard replacement allowance payable to a member upon completion of 36 months of active duty through the remainder of continuous active duty, and
 - (5) Supplemental clothing allowances for personnel assigned to special organizations or details where the nature of duties require additional items of individual uniform clothing.
- Both basic and standard replacement allowances are cash payments. Effective October 1, 1985, all replacement allowances are paid annually.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Initial clothing allowances are based on programmed numbers by type of accession. The rates prescribed by the Secretary of Defense were used each fiscal year. The type of clothing maintenance allowance paid is determined by the average longevity of the enlisted force. Civilian initial allowances and supplemental clothing allowances are based on experience.

The computation of requirements is provided in the following table:

(Amount In Thousands)

CLOTHING ALLOWANCES - ENLISTED

Initial Allowances

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
Military Clothing									
Civilian Life (M)	23,495	783.51	18,409	23,980	829.61	19,894	23,604	842.05	19,876
Civilian Life (F)	7,505	936.13	7,026	7,070	1,044.43	7,384	6,946	1,060.10	7,363
Officer Training Sq (M)	458	735.26	337	513	713.71	366	300	725.49	218
Officer Training Sq (F)	92	931.03	86	105	917.08	96	61	932.21	57
AF Academy Prep (M)	150	721.63	108	200	731.76	146	200	743.83	149
AF Academy Prep (F)	33	869.32	29	50	956.18	48	50	971.96	49
Subtotal			25,995			27,934			27,712
Less Basic Military Training Attrition			(2,259)			(1,858)			(1,985)
Subtotal Military Clothing			\$23,736			\$26,076			\$25,727
Civilian Clothing									
Winter and Summer (W+S)	1,245	985.18	1,227	1,195	999.96	1,195	1,167	1,021.46	1,192
Winter or Summer (W/S)	87	584.16	51	84	592.92	50	82	605.67	49
TDY	1,516	390.96	593	1,455	396.82	578	1,421	405.36	576
Special Continuing W+S	602	494.88	298	578	499.98	289	564	513.11	289
Special Continuing W/S	13	344.20	4	12	296.46	4	12	356.88	4
Subtotal Civilian Clothing			\$2,173			\$2,116			\$2,110
Total Initial Issue			\$25,909			\$28,192			\$27,837

(Amount in Thousands)

CLOTHING ALLOWANCES - ENLISTED

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Military Clothing</u>									
Airmen (M)	64,671	125.72	8,130	58,441	140.34	8,202	64,670	142.44	9,212
Airmen (F)	17,502	152.21	2,664	15,816	175.19	2,771	17,502	177.81	3,112
<u>Standard Maintenance</u>									
<u>Allowance Military Clothing</u>									
(37th Month)									
Airmen (M)	232,510	207.80	48,316	226,127	227.43	51,428	213,865	235.06	50,271
Airmen (F)	38,252	255.20	9,762	37,202	292.72	10,890	35,185	297.11	10,454
Subtotal			\$68,872			\$73,291			\$73,049
<u>Supplemental Maintenance</u>									
<u>Allowance</u>	5,840	159.00	\$929	5,583	161.39	\$901	5,450	164.86	\$898
TOTAL CLOTHING ALLOWANCE			\$95,710			\$102,384			\$101,784

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

FY 1995 Actual	\$14,874
FY 1996 Estimate	\$14,349
FY 1997 Estimate	\$14,187

PART I - PURPOSE AND SCOPE

Under the provision of 37 United States Code 427, family separation allowance (FSA) payments are made to enlisted personnel with dependents to compensate for added expenses incurred because of forced separation from dependents when:

- (1) Travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in the continental United States (CONUS) for his family and one overseas.
- (2) When a member with dependents makes a permanent change of station or is on temporary duty travel for 30 days or more either in CONUS or overseas and the travel of dependents to his duty station is not authorized and dependents do not reside at or near the duty station.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate. This project is impacted by national defense efforts such as Southern Watch, Provide Promise, and Provide Comfort which engender increased requirements.

Details of the cost computation are provided in the following tables:

(Amount in Thousands)

FAMILY SEPARATION ALLOWANCES - ENLISTED

PCS Overseas with Dependents not Authorized and Maintain two Homes

Grade	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	14	5,418.09	76	13	5,629.40	73	13	5,828.08	76
Senior Master Sergeant	40	4,980.11	199	38	5,174.33	197	37	5,356.95	198
Master Sergeant	171	4,252.20	727	163	4,418.04	720	160	4,573.96	732
Technical Sergeant	266	3,848.54	1,024	254	3,998.63	1,016	249	4,139.76	1,031
Staff Sergeant	321	3,548.42	1,139	307	3,686.81	1,132	301	3,816.93	1,149
Sergeant	169	3,086.65	522	161	3,207.03	516	158	3,320.22	525
Airman First Class	18	3,025.85	54	17	3,143.86	53	17	3,254.82	55
Airman	7	2,451.92	17	7	2,547.54	18	7	2,637.46	18
Airman Basic	1	1,873.58	2	1	1,946.65	2	1	2,015.35	2
Subtotal	1,007		\$3,760	961		\$3,727	943		\$3,786

PCS CONUS or Overseas
with dependents not
authorized

5,105 900.00 \$4,595 4,879 900.00 \$4,391 4,778 900.00 \$4,300

IDY CONUS or Overseas
for more than 30 days
with dependents not
residing near IDY station

7,243 900.00 \$6,519 6,923 900.00 \$6,231 6,779 900.00 \$6,101

TOTAL FAMILY SEPARATION ALLOWANCE

\$14,874 \$14,349 \$14,187

FY 1995 Actual
FY 1996 Estimate
FY 1997 Estimate

\$516,848
\$142,909
\$65,762

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

Funds provide payment to enlisted personnel for:

- (1) Lump sum terminal leave (LSTL) payments for unused accrued leave at time of discharge, reenlistment or death under provisions of 10 United States Code 501.
- (2) Severance pay to members separated for physical disability under provisions of 10 United States Code 1212.
- (3) Donations for discharge under certain conditions under the provisions of 10 United States Code 1048.
- (4) Separation Pay for discharge under provisions of 10 United States Code 1174 as amended.
- (5) Voluntary Separation Incentive and Special Separation Benefits programs under the provision of 10 United States Code 1775 and 1174a.
- (6) Early Retirement under provisions of 10 United States Code 8911, 8914 as amended.

Lump sum terminal leave is accrued leave earned by an active duty member. Payments are paid to members to compensate for the accrued leave at the time of retirement or separation. Also, members reenlisting on their date of separation have the option to receive pay for all or a portion of their accrued leave. The total requirement for separation payments is determined by multiplying the projected number of payments by the estimated average cost per payment. For leave accumulated prior to September 1976 and retained throughout a member's career, payments include basic pay, \$1.25 per day quarters allowance to members in pay grade E-5 through E-9 with dependents, and \$.70 per day to all members for subsistence. For leave accumulated after September 1, 1976, the rate payable is basic pay only. Leave payments will not exceed a career total of 60 days. Severance pay for disability is computed at two months basic pay at the grade held at time of discharge multiplied by the number of years active service, but not more than 12 years. In addition, Title 10, Section 1174 of the United States Code was amended to authorize payment of separation pay to Enlisted members who are discharged involuntarily or denied reenlistment who have completed six or more, but less than 20 years of active service immediately before that discharge. Enlisted separation pay is calculated as follows: 12 x monthly base pay x # years service x 10 percent.

The FY 1992 Defense Authorization Act approved two voluntary separation pay programs for implementation during the force drawdown. The programs apply to both officer and enlisted members who have more than six and less than 20 years of service. The first is the Voluntary Separations Incentive (VSI) Program, and the second is the Special Separation Benefit (SSB) Program. VSI payments are calculated as follows: annual base pay x 2.5 percent x # years of service with annuity payments for twice the years of service. SSB payments are calculated as follows: annual base pay x 15 percent x # years of service. These programs will be used to reduce involuntary separations and will be offered to members in overage specialties to facilitate force shaping requirements during the drawdown. Currently, we do not anticipate any requirements for VSI and SSB in FY 1997.

The FY 1993 National Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the services in achieving drawdown goals of maintaining readiness while ensuring the equitable treatment of the members. The criteria for early retirement will include such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced by one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of 2.5 percent x the years of service x basic pay (adjusted for cost of living) x reduction factor. For members who leave under the early retirement program, the Air Force is required to establish a subaccount within the Military Personnel Appropriation to fund all early retirement payments up front which will cover the entire initial period. This period is the difference between 20 years and the number of years completed by the member. Currently, we have programmed losses through TERA for FY 1995 and 1996 only.

(Amount in Thousands)

Lump Sum Terminal Leave Payments

Grade	FY 1995 Actual				FY 1996 Estimate				FY 1997 Estimate			
	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount
Chief Master Sergeant	442	12.9	1,066.39	471	422	12.9	1,085.59	459	380	12.9	1,116.55	425
Senior Master Sergeant	1,010	14.1	1,049.87	1,060	965	14.1	1,068.77	1,032	869	14.1	1,099.26	955
Master Sergeant	5,638	12.9	886.08	5,052	5,389	12.9	912.21	4,916	4,850	12.9	938.23	4,551
Technical Sergeant	5,255	15.4	944.37	4,983	5,023	15.4	961.37	4,829	4,521	15.4	988.79	4,470
Staff Sergeant	10,390	11.9	877.32	9,115	9,931	11.9	893.11	8,870	8,938	11.9	918.59	8,210
Sergeant	14,371	12.1	592.29	8,512	13,736	12.1	602.95	8,282	12,363	12.1	620.15	7,667
Airman First Class	3,365	15.5	552.96	1,861	3,216	15.5	562.91	1,811	2,895	15.5	578.97	1,676
Airman	1,313	14.6	529.85	696	1,255	14.6	539.39	677	1,130	14.6	554.77	627
Airman Basic	1,192	16.4	469.60	560	1,139	16.4	478.05	545	1,025	16.4	491.69	504
Subtotal LSTL	42,976			\$32,290	41,078			\$31,421	36,970			\$29,085
Separation Pay												
Disability	491		12,070	5,926	400		12,287	4,915	400		12,637	5,055
Severance Pay, Non Disability												
Invol-Half Pay 5%	459		6,795	3,119	500		7,332	3,666	500		7,558	3,779
Invol-Full Pay 10%	592		14,799	8,613	842		15,352	12,926	970		16,208	15,722
SSB	7,947			239,400	4			200				
VSI *												
VSI Trust Fund **	1,498				4			65,823				12,121
15 Year Retirement	7,369			227,500	1,037			23,958				
Subtotal Separation Pay				\$484,558				\$111,488				\$36,677
TOTAL SEPARATION PAYMENTS				\$516,848				\$142,909				\$65,762

* All VSI recipients to be paid from VSI Trust Fund per OSD guidance.

** Payments to the VSI Trust Fund are in compliance with the amounts directed by OSD. Based on the Deputy Secretary's Program Budget Decision, sufficient funds are already in the VSI Trust Fund to cover payments to VSI recipients through FY 1995.

(Amount in Thousands)

PROJECT: SOCIAL SECURITY TAX (EMPLOYER'S CONTRIBUTION) - ENLISTED

FY 1995 Actual \$510,996
FY 1996 Estimate \$509,962
FY 1997 Estimate \$498,691

PART I - PURPOSE AND SCOPE

Funds represent the Air Force contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provisions of 26 U.S.C. 3101, and 3111.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Social Security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. There is no wage cap on the 1.45 percent medical contribution. The Government's contribution is based on the percentage rate set by law on member's salary for a calendar year. Taxable income ceiling are as follows:

Calendar Year 1994 - 7.65% on first \$60,600
Calendar Year 1995 - 7.65% on first \$61,200
Calendar Year 1996 - 7.65% on first \$63,000
Calendar Year 1997 - 7.65% on first \$64,200

Funding for FY 1994, FY 1995, FY 1996, and FY 1997 includes employer's contribution to Social Security for which military members receive wage credit but no social security tax (i.e., quarters ad subsistence allowances). DoD makes direct payments to the Social Security Trust Funds based on Health and Human Services (HHS) estimates to cover the cost of these additional credits.

Details of the computations are shown below:

	FY 1995 Actual		FY 1996 Estimate		FY 1997 Estimate	
	Workyears	Average Rate	Workyears	Average Rate	Workyears	Average Rate
Enlisted	329,433	1,353.78	314,883	1,388.18	308,348	1,415.84
Wage Credit						
			445,980	437,114	436,573	
			65,016	72,848	62,118	
TOTAL SOCIAL SECURITY TAX			\$510,996	\$509,962	\$498,691	

PAY & ALLOWANCES OF CADETS

MILITARY PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

3. Pay and Allowances of Cadets			
FY 1996 Direct Program			35,518
<u>Increases:</u>			
Subsistence.....		200	
- Rate increase (\$4.88 to \$5.03 per day)	216		
- Decrease in workyears	-16		
Social Security (FICA).....		134	
Total Increases.....			334
<u>Decreases:</u>			
Basic Pay.....		-60	
- Decrease in workyears	-60		
Total Decreases.....			-60
FY 1997 Direct Program.....			35,792

(Amount in Thousands)

PROJECT: ACADEMY CADETS

FY 1995 Actual	\$35,793
FY 1996 Estimate	\$35,518
FY 1997 Estimate	\$35,792

PART I - PURPOSE AND SCOPE

The funds requested are (a) for basic pay, commuted rations allowance, and employer's share of FICA tax for cadets appointed to the United States Air Force Academy under the provisions of 37 U.S.C. 201, 203, and 422 and the Federal Insurance Contributions Act; and (b) for the difference between the value of the commuted rations allowance and the cost of operational rations.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Requirements are determined by applying statutory rates to the projected manyears. The FY 1995 program is based on a beginning strength of 4,009 and end strength of 4,027. The cadet end strength is 4,000 for FY 1996, and 4,000 for FY 1997. Subsistence rates are: \$4.77 per day for FY 1995, \$4.88 per day for FY 1996, and \$5.03 per day for FY 1997.

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Average			Average			Average		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Basic Pay</u>	3,924	6,700.80	\$26,294	3,963	6,696.48	\$26,538	3,954	6,696.48	\$26,478
<u>Subsistence</u>	3,924	1,741.05	6,832	3,963	1,781.20	7,059	3,954	1,835.95	7,259
<u>Social Security Tax</u> <u>(Employer's Contribution)</u>			\$2,667			\$1,921			\$2,055
TOTAL ACADEMY CADETS			\$35,793			\$35,518			\$35,792

SUBSISTENCE OF ENLISTED PERSONNEL

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

4. Subsistence of Enlisted Personnel

FY 1996 Direct Program.....					\$686,496
<u>Increases:</u>					
Basic Allowance for Subsistence (BAS).....				23,682	
- 1 Jan 1997 2.4% pay raise			19,812		
- Annualization of 1 Jan 1996 2.6% pay raise			3,870		
Subsistence-In-Kind (SIK)				98,134	
- Starting in FY97, SIK funding transferred to the Military Personnel Appropriation from O&M			98,134		
Total Increases.....					121,816
<u>Decreases:</u>					
Basic Allowance for Subsistence (BAS).....				-34,919	
- Reduction of BAS payments (9,897) resulted in decreased requirements.			-34,919		
Reimbursements.....				-34,003	
- Increase in reimbursements causes decrease in direct program			-34,003		
Total Decreases.....					-68,922
FY 1997 Direct Program.....					\$739,390

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 1995 Estimate \$687,128
FY 1996 Estimate \$686,496
FY 1997 Estimate \$675,259

PART I - PURPOSE AND SCOPE

Funds provide for the payment of subsistence allowances to active duty enlisted personnel under the provisions of 37 U.S.C. 402. Included are allowances when (1) individual is authorized to mess separately; (2) individual is in leave status; (3) Rations-in-kind are not available; (4) individual is assigned under emergency conditions where government messing facilities are not available; and (5) augmentation of subsistence allowance for meals taken separately is authorized (P.L. 253-84 Th. Congress).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The requirement is based on the average number of enlisted personnel entitled to receive several types of allowances. Distribution of personnel in the various categories is developed on the basis of actual experience which indicates that approximately 82 percent of enlisted personnel draw basic allowance for subsistence (BAS) in lieu of subsisting in Air Force dining halls.

The requirements include the following pay raise assumptions: 2.6 percent effective 1 Jan 1995; 2.4 percent effective 1 Jan 1996; and 3.0 percent effective 1 Jan 1997.

	FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>
<u>When Authorized to</u>									
<u>Mess Separately</u>	211,646	\$2,518.76	\$533,085	205,580	\$2,595.47	\$533,577	197,777	\$2,653.54	\$524,809
<u>Leave Rations</u>	29,507	\$2,518.76	\$74,321	28,650	\$2,595.47	\$74,360	27,584	\$2,653.54	\$73,195
<u>When Rations-In-Kind</u>	24,582	\$2,883.60	\$70,885	23,926	\$2,926.39	\$70,017	22,943	\$2,991.88	\$68,643
<u>Not Available</u>									
<u>Augmentation of Commuted</u>									
<u>Rations Allowance for</u>									
<u>Meals Taken Separately</u>	3,391	2,605.95	\$8,837	3,220	2,652.85	\$8,542	3,175	2,712.54	\$8,612
TOTAL	269,126		\$687,128	261,376		\$686,496	251,479		\$675,259

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

FY 1995 Estimate	\$0
FY 1996 Estimate	\$0
FY 1997 Estimate	\$98,134

PART I - PURPOSE AND SCOPE

Subsistence-In-Kind (SIK) account provides subsistence items furnished to active duty enlisted personnel when they do not receive an allowance for subsistence. Funds requested also provide for special rations, operational rations, augmentation rations, testing of new food items, and payment for meals furnished under contract at commercial facilities where the payment of the commuted ration would create an individual hardship or the costs of the establishment of a government mess facility are prohibitive. Starting in FY 1997, funding for SIK transferred from O&M to the Military Personnel Appropriation. SIK funding in FY 1995 and FY 1996 is displayed in the O&M budget exhibits.

PART II - JUSTIFICATION OF FUNDS REQUESTED

SIK costs for active duty enlisted personnel not receiving an allowance for subsistence is computed by multiplying the approved OSD government dining facility meal charge by the estimated users. Other SIK elements are computed at the contract rate per unit.

Force Structure Summary

	FY95	FY96	FY97
Subsistence In Kind			
Average Enlisted Strength	329,433	314,883	308,348
Enlisted Members Receiving Basic Allowance for Subsistence	269,126	261,376	251,479
Total Enlisted Eligible to be Subsidized	60,307	53,507	56,869
Total Enlisted Electing to be Subsidized	21,436	19,262	20,303
Others to be Subsidized	1,335	1,300	1,287
Total to be Subsidized	22,771	20,562	21,590

(Amount in Thousands)

COST DATA

(a) Subsistence in Mess

	<u>FY 1995 Actual</u>			<u>FY 1996 Estimate</u>			<u>FY 1997 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Daily</u>	<u>Rate</u>	<u>Amount</u>
Conus									
Air Force				15,776		\$29,320	\$5.08	\$1,858.52	\$29,320
Others				726		\$1,349	\$5.08	\$1,858.52	\$1,349
Overseas									
Air Force				4,527		\$8,969	\$5.41	\$1,981.15	\$8,969
Others				561		\$1,111	\$5.41	\$1,981.15	\$1,111
Total				21,590		\$40,749			\$40,749

(b) Special Rations

	<u>FY 1995 Actual</u>			<u>FY 1996 Estimate</u>			<u>FY 1997 Estimate</u>		
	<u>Meals</u>	<u>Rate</u>	<u>Amount</u>	<u>Meals</u>	<u>Rate</u>	<u>Amount</u>	<u>Meals</u>	<u>Rate</u>	<u>Amount</u>
CONUS							2,562,263	\$2.32	\$5,944
Overseas							885,472	\$3.08	\$2,727
Total - Special Rations							3,447,735		\$8,672

(c) Operational Rations

	<u>FY 1995 Estimate</u>			<u>FY 1996 Estimate</u>			<u>FY 1997 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Meals Ready to Eat-Cases							47,659	\$68.40	\$3,260
Rotation (MRE's)-Cases							22,341	\$68.40	\$1,528
Cold Weather Ration-Cases							953	\$82.81	\$79
B Rations (Meals)									\$4,949
Misc (Tray Pack/Food Packets)									\$103
Total - Operational Rations									\$9,919

(Amount in Thousands)

(d) Augmentation Rations	<u>FY 1995 Actual</u>		<u>FY 1996 Estimate</u>		<u>FY 1997 Estimate</u>	
	<u>Weighted</u>	<u>Rate</u>	<u>Weighted</u>	<u>Rate</u>	<u>Weighted</u>	<u>Rate</u>
	<u>Rations</u>	<u>Amount</u>	<u>Rations</u>	<u>Amount</u>	<u>Rations</u>	<u>Amount</u>
Supplemental						
Missile Crew					552,400	\$5.57
Combat Alert					279,452	\$4.50
Total - Augmentation Rations					125,471	\$3.64
						\$4,791
SIK Direct		\$0		\$0		\$64,131
SIK Reimbursements		0		0		34,003
TOTAL SIK REQUIREMENTS		0		0		98,134

Note: Amounts may be off due to rounding

PERMANENT CHANGE
OF STATION TRAVEL

PURPOSE AND SCOPE

For expenses incident to permanent change of station (PCS) travel of military personnel either individually or as part of organized units. PCS travel costs include mileage; monetary allowance in lieu of transportation; transportation by common carrier (rail, bus, air or water, including Air Mobility Command (AMC) and Military Sealift Command (MSC)); per diem allowances; payment of dislocation allowance (DLA); payment of temporary lodging entitlement (TLE); actual and necessary expenses and cost of subsistence while in a travel status; issue of meal tickets in lieu of subsistence; travel of dependents and transportation of baggage and household goods, port handling charges for household goods; baggage and privately owned vehicles passing through CONUS Military Traffic Management Command (MTMC) terminals; payments authorized for transportation of dependents, and personal and household effects of deceased military personnel; costs of contract packing, crating, handling and temporary storage of household goods; costs of nontemporary storage of household goods; cost of trailer allowances; travel incident to organizational movements on PCS whether for training or non-training purposes; expenses incident to PCS movement of any military group traveling under one order from the same point of origin to the same destination; minor supplies and services incident to troop or organizational PCS movements; expenses and allowances incident to separation travel, discharge or release. Also included is all authorized temporary duty (TDY) travel directly related to and an integral part of PCS movements of individuals or organizational units. Excludes TDY travel other than that directly related to and an integral part of PCS movements. All authorized PCS travel expenses provided for under this budget program account are charged to the same subprogram account cited in the PCS travel order of the military member. The only exceptions are Base Realignment Commission (BRAC) moves and the cost of contract commercial storage of household goods on a nontemporary basis. The term "CONUS" (Continental United States) applies to the contiguous 48 states.

PROGRAM AND PRICE CHANGES

1. Program Changes:

The timing of the FY 95 Omnibus Reprogramming coupled with the denial of potential sources prompted Air Force to reduce military personnel requirements. Through a combination of deferred force structure actions, remain-in-place actions, and increased resource manager scrutiny, Air Force generated over \$92M in reduced or deferred Permanent Change of Station (PCS) costs. The increased number of unit moves for FY 96 and rotational moves for FY 96 and FY 97 reflect the impact of these actions. The Air Force will make every effort to absorb deferred FY 95 moves without seeking additional PCS budget authority. In addition, FY 97 includes a transportation customer appropriation reduction and increases to cover the transfer of funding for the In-Place Consecutive Overseas tours and Overseas tours Extension Program in the Rotational move categories.

2. Price Changes:

Inflation rate adjustments are included in FY 95 through FY 97. FY 95 pay raise of 2.6 percent, FY 96 Basic Allowance for Quarters (BAQ) raise of 3.4 percent, and FY 97 pay raise of 3.0 percent are effective 1 January each year. These changes impact the dislocation allowance entitlement which is equal to two months of Basic Allowance for Quarters (BAQ).

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

5. Permanent Change of Station Travel

FY 1996 Direct Program..... \$855,548

Increases:

Inflation..... 13,919

1 Jan 97 3.0% DLA increase..... 1,915

Travel..... 1,314

Temporary Lodging Expense..... 354

Reimbursements..... 79

Increase due to decrease in reimbursable moves.

Annualization of 1 Jan 96 5.2% DLA increase..... 59

Total Increases..... \$17,640

Decreases:

Program/Move Changes..... -49,856

Total Decreases..... -\$49,856

FY 1997 Direct Program..... \$823,332

(Amount in Thousands)

SUMMARY OF REQUIREMENTS BY TYPES OF COST

Travel of Military Member

	FY 1995 Actuals		FY 1996 Estimate		FY 1997 Estimate	
	Number	Amount *	Number	Amount *	Number	Amount *
Accession Travel	39,148	\$ 46,151	38,840	\$ 47,005	37,660	\$ 47,980
Training Travel	9,200	39,954	9,200	40,977	9,200	42,225
Operational Travel Between Duty Stations	26,901	165,748	24,703	158,495	20,616	142,746
Rotational Travel To and From Overseas	47,830	388,542	49,049	409,290	47,841	417,233
Separation Travel	44,876	91,155	48,216	102,611	43,912	99,405
Travel of Organized Units	4,323	22,679	7,725	41,394	4,772	27,080
Nontemporary Storage *		20,239		21,662		21,726
Temporary Lodging Expense *		29,592		31,314		27,339
VSI/SSB/TERA	19,190	41,358	1,901	5,344	55	222
TOTAL OBLIGATIONS	191,468	\$845,417	179,634	\$858,093	164,056	\$825,956
LESS REIMBURSEMENTS		(31,924)		(2,545)		(2,624)
TOTAL DIRECT PROGRAM		\$813,493		\$855,548		\$823,332

* NOTE: Nontemporary Storage (NTS) and Temporary Lodging Expense (TLE) are reflected as a separate category. NTS and TLE amounts are merged with travel type in detailed pages.

(Amount in Thousands)

SUMMARY OF REQUIREMENTS BY TYPES OF COST

	FY 1995 Actuals		FY 1996 Estimate		FY 1997 Estimate	
	Number	Amount	Number	Amount	Number	Amount
<u>Travel of Military Member</u>						
Mileage and Per Diem	126,705	81,292	130,717	85,539	120,618	84,778
AMC	33,121	26,464	34,169	27,847	31,529	27,599
Commercial Air	12,452	11,275	12,846	11,864	11,854	11,758
<u>Travel of Family Members (Family)</u>						
Mileage and Per Diem	65,954	43,403	69,167	45,802	68,780	46,330
AMC	31,386	28,216	32,916	29,775	32,731	30,119
Commercial Air	11,171	11,993	11,715	12,656	11,650	12,802
<u>Transportation of Household Goods</u>						
- M Tons - MSC	33,397	4,586	35,019	4,888	33,096	4,683
- S Tons - AMC	10,254	37,198	10,752	39,646	10,162	37,986
- Land Shipment, CONUS & Overseas	54,245	327,112	56,880	348,636	53,756	334,041
- ITGBL	21,494	86,153	22,537	91,822	21,300	87,978
Dislocation Allowance	73,368	68,273	75,874	71,486	70,923	68,915
Trailer Allowance	1,704	3,365	1,699	3,371	1,566	3,012
<u>Transportation of POVs</u>	15,026	20,822	15,667	22,086	15,299	22,286
<u>Port Handling Charges</u>		4,076		4,357		4,383
<u>Nontemporary Storage</u>		20,239		21,662		21,726
<u>Temporary Lodging Expense</u>		29,592		31,314		27,339
<u>VSI/SSB/TERA</u>	19,190	41,358	1,901	5,344	55	222
TOTAL OBLIGATIONS		\$845,417		\$858,094		\$825,957
LESS REIMBURSEMENTS		(31,924)		(2,545)		(2,624)
TOTAL DIRECT PROGRAM		\$813,493		\$855,549		\$823,333

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

FY 1995 Actuals	\$47,978
FY 1996 Estimate	\$48,896
FY 1997 Estimate	\$49,904

PART I - PURPOSE AND SCOPE

Funds provide for the following:

Officers - Covers PCS movements of (1) officers appointed to a commissioned grade from civilian life, military academies, Air Force Reserves (AFRES), Reserve Officer Training Corps (ROTC), and Air National Guard (ANG) officers called or recalled to extended active duty from home or point where orders were received to first permanent duty station or training school, of twenty weeks or more duration and (2) officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of twenty weeks or more duration. Includes officers appointed from enlisted status upon graduation from Officer Training School (OTS).

Enlisted - Covers PCS movements of (1) enlistees, reenlistees and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of 20 weeks or more duration and (2) recalled enlisted reservists from home to first permanent duty station or training school of 20 weeks or more in duration.

Cadets - Covers PCS movements of (1) Individuals selected as Air Force Academy cadets upon entry into the Academy and (2) individuals who travel to the

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for accession travel cover the PCS movement of members entering on active duty. The PCS requirements for accession travel are based upon officer, enlisted and cadet gains as reflected in the Air Force personnel programs. These gains are required to meet planned Air Force manpower levels. This category of move results primarily from approved end strengths and separation/retirements from the Air Force; consequently, adjustments in accession travel can only be accommodated via adjustments in officer, enlisted or cadet strengths. Officer accessions include academy graduates, ROTC, medical officers, judge advocate general officers, chaplains, reserve officers and OTS graduates. Enlisted accessions include prior and nonprior service personnel, recalled reserves, USAF Preparatory School, and OTS.

Changes between FY 1995 and FY 1997 reflect the changes in accessions due to end strength adjustments and direction to program accessions each year to sustain the base force.

Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual accession PCS move costs during a given accounting period. The number of accession moves (officer, enlisted and cadet) times the appropriate rates for each element of expense (e.g., military member, dependents, household goods, etc.) results in the estimated funding required. The number of moves and the associated fiscal year requirements are shown in the tables on the following pages. Members are not entitled to temporary lodging expenses or dislocation allowances.

(Amount in Thousands)

ACCESSION TRAVEL

Officer Accession Travel

	FY 1995 Actuals			FY 1996 Estimate			FY 1997 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	5,042	471.75	\$ 2,379	5,019	483.79	\$ 2,428	4,774	520.77	\$ 2,486
(2) Family Member Travel	2,205	424.81	\$ 937	2,187	437.27	956	2,018	485.00	979
(3) Trans of Household Goods									
(a) Land & ITGBL	3,724	2,795.93	\$ 10,412	3,693	2,877.89	10,628	3,408	3,192.02	10,878
(b) Overseas	300	777.10	\$ 233	300	799.88	240	300	887.19	266
(4) Trailer Allowance	18	1,458.51	\$ 26	18	1,504.07	27	16	1,668.25	27
(5) POV									
(a) MSC	198	944.06	\$ 187	197	973.71	192	182	1,080.00	197
(b) Port Handling (M Tons)	198	159.11	\$ 32	197	165.24	33	182	183.27	33
(6) Port Handling (HHGS)	409	28.24	\$ 12	405	28.66	12	374	31.79	12
(7) Non-Temporary Storage			\$ 300			311			313
Subtotal Officer Accession Travel			\$14,517			\$14,827			\$15,191

(Amount in Thousands)

ACCESSION TRAVEL

Enlisted Accession Travel

	FY 1995 Actuals			FY 1996 Estimate			FY 1997 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	32,770	598.26	\$ 19,605	32,540	613.37	\$ 19,959	31,722	641.93	\$ 20,363
(2) Family Member Travel	6,086	221.39	\$ 1,347	5,991	228.98	1,372	5,883	237.93	1,400
(3) Trans of Household Goods									
(a) Land & ITGBL	3,961	2,367.06	\$ 9,376	3,899	2,448.14	9,545	3,828	2,543.85	9,738
(b) Overseas	5,027	119.51	\$ 601	4,933	123.61	610	4,851	128.44	623
(4) Trailer Allowance	15	1,827.24	\$ 27	15	1,863.29	28	15	1,936.14	29
(5) POV									
(a) MSC	355	966.64	\$ 343	349	1,000.75	349	343	1,039.87	357
(b) Port Handling (M Tons)	355	142.06	\$ 50	349	148.08	52	343	153.87	53
(6) Port Handling (HHGS)	709	29.38	\$ 21	698	30.98	22	685	32.19	22
(7) Non-Temporary Storage			1,527			1,580			1,611
Subtotal Enlisted Accession Travel			\$32,898			\$33,516			\$34,196
Cadet Accession Travel	1,336	421.41	\$ 563	1,281	431.69	\$ 553	1,164	445.02	\$ 518
TOTAL ACCESSION TRAVEL			\$47,978			\$48,896			\$49,904
Accession Moves									
Officer	5,042			5,019			4,774		
Enlisted	32,770			32,540			31,722		
Cadets	1,336			1,281			1,164		
TOTAL ACCESSION MOVES	39,148			38,840			37,660		

PROJECT: TRAINING TRAVEL

(Amount in Thousands)

FY 1995 Actuals	\$44,724
FY 1996 Estimate	\$45,886
FY 1997 Estimate	\$47,268

PART I - PURPOSE AND SCOPE

Funds to provide for the PCS movements of:

- (1) Officers and enlisted personnel from previous permanent duty stations to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction, of 20 weeks duration or more.
- (2) Officers and enlisted school graduates and eliminees from school to their next permanent CONUS duty station excluding Academy, OTS, flying training, and ROTC graduates.
- (3) Enlisted personnel ordered to training leading to a commission.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for training travel cover PCS requirements for officer and enlisted personnel engaged in Air Force and outside agency training programs. The PCS requirements for training travel are the direct result of Air Force training programs covering technical training, career training and flying training. These types of training are required to maintain the skill level and educational requirements necessary to fulfill the Air Force mission. Adjustments in training travel are directly responsive to training programs which generate the move requirements. This category of travel contains basic and advanced technical training, retraining, professional military education (e.g., Air War, National War and Industrial Colleges, Medical Training, Air Force Institute of Technology) and undergraduate pilot and navigator training.

Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section. Average rates are based on statistical data, ratios, and percentages extracted from actual PCS training move costs. The number of officer and enlisted training moves times the average rate for each element of expense (e.g., military member, dependent, household goods, etc.) results in the estimated funding required.

The number of moves and fiscal year requirements are shown on the following page.

(Amount in Thousands)

TRAINING TRAVEL

Officer Training Travel

	FY 1995 Actuals			FY 1996 Estimate			FY 1997 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	5,150	483.85	\$ 2,492	5,150	499.09	\$ 2,570	5,150	511.32	\$ 2,633
(2) Family Member Travel	3,645	483.00	\$ 1,761	3,528	498.21	1,758	3,645	510.42	1,860
(3) Trans of Household Goods	5,150	4,363.81	\$ 22,474	5,150	4,501.26	23,181	5,150	4,611.57	23,750
(4) Dislocation Allowance	4,913	1,107.08	\$ 5,439	4,796	1,141.95	5,477	4,913	1,169.93	5,748
(5) Trailer Allowance	16	1,692.82	\$ 27	16	1,746.14	28	16	1,788.93	29
(6) Non-Temporary Storage			494			509			522
(7) Temporary Lodging Expense			2,329			2,403			2,462
Subtotal Officer Training Travel			\$35,015			\$35,926			\$37,004

Enlisted Training Travel

(1) Member Travel	4,050	336.46	\$ 1,363	4,050	345.19	\$ 1,398	4,050	355.69	1,441
(2) Family Member Travel	1,739	277.34	\$ 482	1,739	284.54	495	1,739	293.20	510
(3) Trans of Household Goods	1,162	3,672.48	\$ 4,267	1,162	3,767.80	4,378	1,162	3,882.40	4,511
(4) Dislocation Allowance	1,934	837.30	\$ 1,619	1,934	859.03	1,661	1,934	885.16	1,712
(5) Trailer Allowance	13	2,313.88	\$ 30	13	2,373.94	31	13	2,446.15	32
(6) Non-Temporary Storage			116			119			123
(7) Temporary Lodging Expense			1,831			1,878			1,936
Subtotal Enlisted Training Travel			\$9,709			\$9,960			\$10,264

TOTAL TRAINING TRAVEL

\$44,724 \$45,886 \$47,268

Training Moves

Officer	5,150
Enlisted	4,050
TOTAL TRAINING MOVES	9,200

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

FY 1995 Actuals	\$179,798
FY 1996 Estimate	\$171,396
FY 1997 Estimate	\$153,692

PART I - PURPOSE AND SCOPE

Funds to provide for the PCS movements of:

- (1) Officers and enlisted personnel to and from permanent duty stations located within the United States.
- (2) Officers and enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved.
- (3) Dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned (including hospitalized or imprisoned), missing, or captured when no transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimate for operational travel covers PCS requirements for operational reassignment of officer and enlisted personnel between both duty stations (1) within the CONUS and (2) within overseas areas when no transoceanic travel is involved. Operational moves are predicated upon the approved Air Force force structure and are necessary to support skill leveling among units, to fill new/unprogrammed requirements, and to accommodate valid humanitarian assignments. The estimates include actions taken by the Air Force to limit operational reassignments and reduce costs to the minimum necessary to carry out the Air Force mission (manning floor, minimum CONUS tour lengths, do-it-yourself move program, maximum use of low-cost moves).

As the Air Force moves to strengthen our capability and simultaneously decrease the size of our force, the operational PCS program must reflect this requirement. FY1996 will face additional strains on operational travel due to mandated force structure actions, e.g., base closures and force structure changes driven by strength reductions (by regulation these moves include unit moves that will not involve the movement of equipment). In order to prevent a hollow force, operational requirements increased to fill vacancies resulting from the loss of experienced career personnel due to early retirement separations. Since the operational move category includes overseas moves when no transoceanic travel is involved, as we drawdown our overseas strengths we will experience increases in our overseas operational moves. To minimize the costs of these moves, the Air Force will maximize the use of intra-theatre consecutive overseas tours and continuation of tours. In addition, as we close bases overseas fewer members in a must move status (i.e., training schools, controlled tours) will be assigned to overseas areas, thus increasing our CONUS operational moves. The cumulative effect of this action necessitates additional resources to maintain mission responsiveness to the Air Force PCS program. We anticipate a gradual decline in PCS moves after the Air Force end strength stabilizes and fewer base closures and force structure actions are required. Pay raise, inflation factors and manning floors are described under "Price Changes" and "Policy Changes" respectively, at the beginning of the PCS detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual PCS operational move costs. The number of officer and enlisted moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the average rate results in estimate funding required. The number of moves and associated fiscal year requirements are shown on the following page.

(Amount in Thousands)

OPERATIONAL TRAVEL

Officer Operational Travel

	FY 1995 Actuals			FY 1996 Estimate			FY 1997 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	8,724	629.74	\$ 5,494	8,602	647.17	\$ 5,567	8,563	668.44	\$ 5,724
(2) Family Member Travel	7,384	521.95	\$ 3,854	7,098	550.22	3,905	6,317	635.69	4,016
(3) Trans of Household Goods	8,724	6,107.16	\$ 53,279	8,386	6,437.81	53,987	7,463	7,437.87	55,509
(4) Dislocation Allowance	8,105	1,278.48	\$ 10,362	7,791	1,347.69	10,500	6,933	1,557.05	10,795
(5) Trailer Allowance	87	1,541.88	\$ 134	84	1,628.37	137	75	1,881.32	141
(6) Non-Temporary Storage			673			676			679
(7) Temporary Lodging Expense			3,938			3,866			3,859
Subtotal Officer Operational Travel			\$77,734			\$78,639			\$80,722

Enlisted Operational Travel

(1) Member Travel	18,177	451.48	\$ 8,207	16,101	464.41	\$ 7,477	12,053	489.28	\$ 5,897
(2) Family Member Travel	16,606	390.10	\$ 6,478	15,935	370.42	5,903	13,729	339.09	4,655
(3) Trans of Household Goods	20,413	3,166.39	\$ 64,636	19,588	3,006.65	58,894	16,876	2,752.32	46,448
(4) Dislocation Allowance	18,143	623.12	\$ 11,305	17,410	591.69	10,301	14,999	541.64	8,124
(5) Trailer Allowance	980	2,040.66	\$ 2,000	941	1,937.52	1,823	810	1,773.63	1,437
(6) Non-Temporary Storage			1,113			1,009			780
(7) Temporary Lodging Expense			8,326			7,350			5,628
Subtotal Enlisted Operational Travel			\$102,064			\$92,758			\$72,970

TOTAL OPERATIONAL TRAVEL

\$153,692

Operational Moves

Officer	8,724	8,602	8,563
Enlisted	18,177	16,101	12,053
TOTAL OPERATIONAL MOV	26,901	24,703	20,616

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL TO AND FROM OVERSEAS

FY 1995 Actuals	\$410,777
FY 1996 Estimate	\$433,523
FY 1997 Estimate	\$440,495

PART I - PURPOSE AND SCOPE

Funds to provide for the PCS movements of:

- (1) Officers and enlisted personnel from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas.
- (2) Officers and enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration.
- (3) Officers and enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved.
- (4) Dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned

PART II - JUSTIFICATION OF FUNDS REQUESTED

Rotational moves are made in accordance with overseas tour policies approved by the Secretary of Defense. While we see a decrease in overseas moves as overseas strength and base closures decline, we are seeing an increase to the FY1996 rotational requirements due to early retirement moves. Also, the Air Force's continuing restructure efforts in overseas locations make the rotational PCS category one of the most volatile areas in the PCS budget.

Pay raise, inflation factors and manning floors are described under "Price Changes" and "Policy Changes" at the beginning of the PCS detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual PCS rotational moves. The number of officer and enlisted moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the appropriate average rate results in the estimated funding required. The number of moves and associated fiscal year requirements are shown on the following pages.

(Amount in Thousands)

ROTATIONAL TRAVEL TO AND FROM OVERSEAS

Officer Rotational Travel	FY 1995 Actuals			FY 1996 Estimate			FY 1997 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	6,819	1,409.76	\$ 9,613	7,266	1,445.14	\$ 10,500	7,083	1,530.85	\$ 10,844
(2) Family Member Travel	4,850	2,329.77	\$ 11,299	5,567	2,216.98	12,342	5,420	2,287.35	12,397
(3) Trans of Household Goods									
(a) Land & ITGBL	7,876	4,591.82	\$ 36,165	9,041	4,369.52	39,505	8,802	4,508.22	39,681
(b) Overseas			\$ 9,719			10,683			10,661
(4) Dislocation Allowance	5,695	1,266.33	\$ 7,212	6,537	1,205.02	7,877	6,365	1,243.27	7,913
(5) Trailer Allowance	77	2,988.82	\$ 230	88	2,850.10	251	86	2,940.57	253
(6) POV									
(a) MSC	2,659	1,857.21	\$ 4,938	3,052	1,767.17	5,393	2,971	1,823.27	5,417
(b) Port Handling (M Tons)	2,659	283.92	\$ 755	3,052	270.35	825	2,971	278.93	829
(7) Port Handling (HHGS)	10,053	45.79	\$ 460	11,539	43.57	503	11,234	44.95	505
(8) Non-Temporary Storage			4,200			4,658			4,678
(9) Temporary Lodging Expenses			1,535			1,624			1,584
Subtotal Officer Rotational Travel			\$86,127			\$94,161			\$94,762

(Amount in Thousands)

ROTATIONAL TRAVEL TO AND FROM OVERSEAS

<u>Enlisted Rotational Travel</u>	FY 1995 Actuals			FY 1996 Estimate			FY 1997 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	41,011	1,303.29	\$ 53,449	41,783	1,333.44	\$ 55,715	40,758	1,411.57	\$ 57,533
(2) Family Member Travel	30,324	1,527.18	\$ 46,310	30,629	1,576.06	48,273	30,280	1,622.97	49,144
(3) Trans of Household Goods									
(a) Land & ITGBL	40,382	3,280.38	\$ 132,468	40,788	3,385.38	138,083	40,580	3,486.15	141,468
(b) Overseas			\$ 29,693			31,151			31,529
(4) Dislocation Allowance	31,456	949.15	\$ 29,856	31,772	979.53	31,122	31,410	1,008.69	31,683
(5) Trailer Allowance	97	2,133.90	\$ 207	98	2,198.94	215	97	2,264.39	220
(6) POV									
(a) MSC	10,648	1,300.69	\$ 13,850	10,755	1,342.37	14,437	10,633	1,382.33	14,698
(b) Port Handling (M Tons)	10,648	154.45	\$ 1,645	10,755	159.44	1,715	10,633	164.19	1,746
(7) Port Handling (HHGS)	30,146	22.26	\$ 671	30,449	22.98	700	30,103	23.66	712
(8) Non-Temporary Storage			6,818			7,222			7,351
(9) Temporary Lodging Expenses			9,682			10,729			9,664
Subtotal Enlisted Rotational Travel			\$324,650			\$339,362			\$345,747
TOTAL ROTATIONAL TRAVEL			\$410,777			\$433,523			\$440,510
Rotational Moves									
Officer	6,819			7,266			7,083		
Enlisted	41,011			41,783			40,758		
TOTAL ROTATIONAL MOVE	47,830			49,049			47,841		

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

FY 1995 Actuals	\$137,075
FY 1996 Estimate	\$112,748
FY 1997 Estimate	\$104,798

PART I - PURPOSE AND SCOPE

Funds provide for the PCS movements of:

- (1) Officers and enlisted personnel upon release, normal retirement (excludes VSI/SSB/TERA retirement), or separation from the Air Force from last permanent duty station to home of record or point of entry into the service or to home of selection when authorized by law.
- (2) Dependents, household goods, trailer allowances and personal effects of officers and enlisted personnel who are deceased.
- (3) Eliminated Air Force Academy cadets to home of record or point of entry into the service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for separation travel cover general separations and retirements from the Air Force. The PCS requirements for separation travel are based upon officer, enlisted and cadet losses as reflected in the Air Force personnel programs. Separation travel covers disability separations, honorable separations, enlisted personnel on expiration term of service and normal early releases, retirements, etc. Total estimated separation moves have increased as a result of force management actions required to selectively reduce force structure.

Pay raise and inflation factors are explained in the "Price Changes" section at the beginning of the PCS detail section.

Average rates are based on statistical data, ratios, and percentages derived from actual officer, enlisted and cadet separation PCS move costs. The number of separation moves (officer, enlisted and cadets) and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the appropriate rate for each category results in the estimated funding required.

The number of moves and fiscal year requirements are shown on the following pages. Dollars do not include funding for nontemporary storage; members are not entitled to temporary lodging expenses nor dislocation allowances.

(Amount in Thousands)

SEPARATION TRAVEL

Officer Separation Travel

	FY 1995 Actuals			FY 1996 Estimate			FY 1997 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	5,225	238.30	\$1,245	6,675	244.27	\$ 1,631	6,202	258.04	\$ 1,600
(2) Family Member Travel	4,481	455.47	\$2,041	5,694	468.00	2,665	5,079	520.15	2,642
(3) Trans of Household Goods									
(a) Land & ITGBL	2,956	4,475.93	\$13,231	3,766	4,599.11	17,320	3,356	5,111.66	17,155
(b) Overseas	942	626.38	\$590	1,201	643.62	773	1,070	715.35	766
(4) Trailer Allowance	21	2,206.63	\$46	27	2,263.35	61	24	2,515.58	60
(5) POV									
(a) MSC	298	1,291.33	\$385	380	1,326.10	504	339	1,473.88	500
(b) Port Handling (M Tons)	298	223.11	\$66	380	227.77	87	339	253.15	86
(6) Port Handling (HHGS)	1,937	37.45	\$73	2,469	38.66	95	2,200	42.96	95
(7) Non-Temporary Storage			1,736			2,309			2,286
Subtotal Officer Separation Travel			\$19,413			\$25,444			\$25,189

(Amount in Thousands)

SEPARATION TRAVEL

<u>Enlisted Separation Travel</u>	<u>FY 1995 Actuals</u>			<u>FY 1996 Estimate</u>			<u>FY 1997 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	39,335	312.09	\$12,276	41,165	322.70	\$ 13,284	37,339	328.70	\$ 12,273
(2) Family Member Travel	28,354	285.02	\$8,081	30,299	286.51	8,681	35,068	297.46	10,431
(3) Trans of Household Goods									
(a) Land & ITGBL	8,565	5,721.91	\$49,008	9,221	5,751.88	53,038	8,205	5,971.54	48,996
(b) Overseas	5,885	334.74	\$1,970	6,336	336.49	2,132	7,119	349.34	2,487
(4) Trailer Allowance	326	1,621.71	\$528	301	1,885.27	567	334	1,957.27	653
(5) POV									
(a) MSC	868	1,289.21	\$1,119	934	1,295.71	1,210	831	1,345.19	1,118
(b) Port Handling (M Tons)	868	181.26	\$157	934	182.39	170	831	189.36	157
(6) Port Handling (HHGS)	4,032	33.25	\$134	4,341	33.30	145	3,862	34.57	134
(7) Non-Temporary Storage			2,826			2,485			2,871
Subtotal Enlisted Separation Travel			\$76,101			\$81,713			\$79,121

(Amount in Thousands)

SEPARATION TRAVEL

	FY 1995 Actuals			FY 1996 Estimate			FY 1997 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Cadet Separation Travel</u>	316	641.89	\$203	376	659.57	\$248	371	679.25	\$252
SUBTOTAL SEPARATION TRAVEL			\$95,717			\$107,405			\$104,562
VSI/SSB/TERA									
Officer	2,376	3,715.43	\$8,828	860	3,811.94	\$3,278	55	4,027.97	\$222
Enlisted	16,814	1,934.69	\$32,530	1,041	1,984.00	2,065	0	0.00	0
Subtotal VSI/SSB/TERA	19,190		\$41,358	1,901		\$5,344	55		\$222
TOTAL SEPARATION TRAVEL			\$137,075			\$112,748			\$104,784
Separation Moves									
Officer	7,601			7,535			6,257		
Enlisted	56,149			42,206			37,339		
Cadets	316			376			371		
TOTAL SEPARATION MOVE	64,066			50,117			43,967		

(Amount in Thousands)

PROJECT: ORGANIZED UNITS TRAVEL

FY 1995 Actuals	\$25,066
FY 1996 Estimate	\$45,642
FY 1997 Estimate	\$29,798

PART I - PURPOSE AND SCOPE

Funds provided for the CONUS or overseas movement of:

- (1) Officer and enlisted personnel directed to move as members of an organized unit movement.
- (2) Officer and enlisted replacements directed to move as part of the unit move.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for organized unit travel include requirements for relocation of Air Force units from both the CONUS and overseas in accordance with published Air Force programs. These moves are required as a result of changes in force reductions, force positioning and the requirement to maintain strategic and tactical integrity of units.

The Air Force estimate of organized unit move requirements is based on the most comprehensive planning data available on the DoD regulation definition of a unit move and on historical program change request data. Anticipated moves are tracked throughout the operating and budget years since mission requirements dictate changes to the initial schedule. The estimated number of moves will increase as more drawdown actions occur (e.g. base closures, force structure changes, unit realignments, public announcements, and Air Force internal decisions to realign units into twenty fighter wing equivalents).

Pay raise and inflation factors are described under "Price Changes" at the beginning of the PCS detail section.

The average rates are based upon statistical data, ratios and percentages derived from actual PCS organized unit move costs. The number of officer and enlisted organized unit moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the average rates results in the estimated fund requirements. The number of moves and fiscal year requirements are shown on the following pages.

(Amount in Thousands)

TRAVEL OF ORGANIZED UNITS

Officer Unit Travel	FY 1995 Actuals			FY 1996 Estimate			FY 1997 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	561	643.12	\$361	932	659.14	\$ 614	572	696.28	\$ 398
(2) Family Member Travel	475	492.75	\$234	798	505.03	403	484	533.48	258
(3) Trans of Household Goods									
(a) Land & ITGBL	561	6,336.47	\$3,555	932	6,494.34	6,053	572	6,860.29	3,924
(b) Overseas									
(4) Dislocation Allowance	554	1,289.58	\$714	930	1,321.71	1,229	565	1,396.18	789
(5) Non-Temporary Storage			249			431			280
(6) Temporary Lodging Expense			259			427			268
Subtotal Officer Unit Travel			\$5,372			\$9,157			\$5,917
<u>Enlisted Unit Travel</u>									
(1) Member Travel	3,762	473.81	\$ 1,782	6,793	486.41	\$ 3,304	4,200	517.20	\$ 2,172
(2) Family Member Travel	2,362	333.01	\$ 787	4,333	341.87	1,481	3,499	274.00	959
(3) Trans of Household Goods									
(a) Land & ITGBL	3,762	3,554.65	\$ 13,373	6,793	3,649.19	24,789	5,572	2,924.76	16,297
(b) Overseas									
(4) Dislocation Allowance	2,568	687.12	\$ 1,765	4,704	705.40	3,318	3,804	565.36	2,151
(5) Trailer Allowance	54	2,012.29	\$ 109	98	2,064.05	202	80	1,654.30	132
(6) Non-Temporary Storage			187			353			232
(7) Temporary Lodging Expense			1,692			3,037			1,938
Subtotal Enlisted Unit Travel			\$19,694			\$36,485			\$23,881
TOTAL UNIT TRAVEL			\$25,066			\$45,642			\$29,798
<u>Unit Travel Moves</u>									
Officer	561			932			572		
Enlisted	3,762			6,793			4,200		
TOTAL UNIT TRAVEL MOVE	4,323			7,725			4,772		

OTHER MILITARY PERSONNEL COSTS

MILITARY PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

6. Other Military Personnel Costs	
FY 1996 Direct Program.....	\$67,710
<u>Increases:</u>	
Montgomery GI Bill.....	\$1,700
- Increase based on amortization payment to the Department of Defense Educational Benefits Fund for payments to members exercising VSI/SSB options.	
Survivor Benefits.....	-111
- Increased payments based on latest Veterans Administration projected number of recipients.	
Total Increases.....	1,589
<u>Decreases:</u>	
Unemployment Compensation.....	-3,394
- Reflect fewer separations. Payments based on latest Department of Labor projections of unemployment rates and projected number of recipients.	
Total Decreases.....	-3,394
FY 1997 Direct Program.....	\$65,905

(Amount in Thousands)

PROJECT: APPREHENSION OF AIR FORCE DESERTERS, ABSENTEES, AND ESCAPED MILITARY DESERTERS

FY 1995 Actual	\$55
FY 1996 Estimate	\$100
FY 1997 Estimate	\$100

PART I - PURPOSE AND SCOPE

The funds are for the expenses and delivery of military deserters, absentees, and escaped military prisoners, including the payment for travel of guards; payment of rewards or reimbursement of reasonable and actual expenses to persons or agencies apprehending and detaining or delivering absentees or deserters to military control.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from current experience.

	FY 1995 Actual	FY 1996 Estimate	FY 1997 Estimate
Travel and Other Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	\$55	\$100	\$100

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICE SAVINGS DEPOSIT PROGRAM

FY 1995 Actual \$444
FY 1996 Estimate \$575
FY 1997 Estimate \$575

PART I - PURPOSE AND SCOPE

The funds are for payment of interest (Int) at a rate not to exceed ten percent per annum on any sum of not less than \$5.00 deposited by members of the temporary duty uniformed services under the provisions of P.L. 8-538, approved August 14, 1966. During FY 1991, Title 10, United States Code, Section 1035, amended the law to permit service members on temporary duty assignment outside the United States in support of a contingency operation to deposit unallotted current pay and allowances into the savings program.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The funding required covers interest on the accounts for those members serving in designated contingency operations.

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	<u>Number</u>	<u>Avg Int</u> <u>Payment</u>	<u>Amount</u>	<u>Number</u>	<u>Avg Int</u> <u>Payment</u>	<u>Amount</u>	<u>Number</u>	<u>Avg Int</u> <u>Payment</u>	<u>Amount</u>
Officer	326	\$553	\$180	800	\$250	\$200	800	\$250	\$200
Enlisted	856	308	\$264	1,500	250	\$375	1,500	250	\$375
TOTAL	1,182	\$431	\$444	2,300	\$250	\$575	2,300	\$250	\$575

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 1995 Actual	\$1,800
FY 1996 Estimate	\$1,440
FY 1997 Estimate	\$1,440

PART I - PURPOSE AND SCOPE

The funds are for the payment of death gratuities to beneficiaries of military personnel under the provisions of 10 U.S.C. 1475-78 as amended by the Bill H.R. 1281, dated March 22, 1991, which increased the payment of death gratuities from three thousand to six thousand dollars.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Fund requirements are based on the most recent mortality rates as applied against the programmed manyears of personnel and the statutory gratuity amount. Details of the computation are provided in the following table.

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	54	\$6,000	\$324	40	\$6,000	\$240	40	\$6,000	\$240
Enlisted	246	6,000	1,476	200	6,000	1,200	200	6,000	1,200
TOTAL	1,530	\$6,000	\$1,800	1,240	\$6,000	\$1,440	1,240	\$6,000	\$1,440

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

FY 1995 Actual	\$73,402
FY 1996 Estimate	\$51,019
FY 1997 Estimate	\$47,625

PART I - PURPOSE AND SCOPE

Funds are for payments of unemployment benefits to ex-service members who are discharged or released under honorable conditions as prescribed in Paragraph (1) of Section 8521(a) of Title 5, United States Code. Generally, eligibility is defined as active service in the Armed Forces whereupon the individual was discharged under honorable conditions (and if an officer, did not resign for the good of the service); and had completed his first full term of active service; or was discharged before completing his first term under an early release program, because of hardship, for medical reasons, or for personality disorders or inaptitude (but only if the service was continuous for 365 days or more).

Prior to FY 1984 the Department of Labor (DOL) budgeted and paid the individual states for the Federal Government's share of applicable unemployment compensation for ex-servicemen. Beginning in FY 1984, the Department of Defense (DOD) was required to budget for the costs of regular and extended unemployment benefits. Funds appropriated for paying these benefits are deposited by DOD into a Treasury account entitled "Federal Employees Compensation Account." In FY 1991, passage of P.L. 102-164 changed benefits, starting in FY 1992, from thirteen weeks after a four week waiting period to twenty-six weeks with a one week waiting period.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on Department of Labor and Department of Defense historical experience.

FY 1995 Actual	FY 1996 Estimate	FY 1997 Estimate
\$73,402	\$51,019	\$47,625

(Amount in Thousands)

PROJECT: SURVIVOR BENEFITS

	FY 1995 Actual	FY 1996 Estimate	FY 1997 Estimate
	\$7,597	\$5,226	\$5,115

PART I - PURPOSE AND SCOPE

Funds are requested to provide for payments of restored social security benefits to widows and orphans of deceased Air Force military personnel. These benefits were withdrawn under Public Law 97-35, which terminated the "mother's" benefits when the last child in custody of the surviving spouse reached age 16, rather than 18, and affected the "school child" by either eliminating benefit payments or by requiring a reduction in benefits. Section 156 of Public Law 97-377 modified by Section 943 of the DoD Authorization Act, FY 1984, P.L. 98-94, 97 Stat, 614, restored these social security benefits to survivors of military members and directed the Department of Defense to budget for this requirement.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors furnished by the Veterans Administration.

FY 1995 Actual	FY 1996 Estimate	FY 1997 Estimate
\$7,597	\$5,226	\$5,115

(Amount in Thousands)

PROJECT: ADOPTION REIMBURSEMENT PROGRAM

FY 1995 Actual	\$800
FY 1996 Estimate	\$800
FY 1997 Estimate	\$800

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act for fiscal years 1988 and 1989 (Public Law 100-180), Section 638, instructed the Secretary of Defense to establish a program under which members of the Armed Forces may be reimbursed for qualifying child adoption expenses. The test program was to be terminated after FY 1992, but the National Defense Authorization Act for Fiscal Years 1992 and 1993 (Sec. 651) extended the program.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds payments of adoption expenses incurred by active duty members in the adoption of a child under 18 years of age. Expenses include public and private agency fees; legal fees; medical expenses for the child, the biological mother, and the adopting parents; temporary foster care; transportation expenses; and other expenses approved by OSD (FM&P).

	FY 1995 Actual	FY 1996 Estimate	FY 1997 Estimate
Officer	\$336	\$336	\$336
Enlisted	464	464	464
TOTAL	\$800	\$800	\$800

(Amount in Thousands)

PROJECT: ALL VOLUNTEER EDUCATIONAL ASSISTANCE PROGRAM (MONTGOMERY GI BILL)

FY 1995 Actual	\$7,670
FY 1996 Estimate	\$8,300
FY 1997 Estimate	\$10,000

PART I - PURPOSE AND SCOPE

Public Law 101-510 dated November 5, 1990 allows Service members who are involuntary separated to enroll in the Montgomery GI Bill. The FY 1993 Defense Authorization Act allows members exercising the VSI/SSB options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery GI Bill. Most Military members who are receiving VSI/SSB entered the Service when VEAP was in effect. Beginning in July 1985, the All Volunteer Educational Assistance Program, known as the Montgomery GI Bill, became effective and no new enrollments were accepted into VEAP.

The Services are now required to make additional contributions to the DOD Educational Benefits Fund. Payments into the fund for involuntary separatees were required beginning in Fiscal Year 1994 and payments to VSI/SSB recipients began in Fiscal Year 1995.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on projected payments into the Montgomery GI Bill.

	FY 1995 Actual	FY 1996 Estimate	FY 1997 Estimate
Officer	\$997	\$1,079	\$1,200
Enlisted	6,673	7,221	8,800
TOTAL	\$7,670	\$8,300	\$10,000

(Amount in Thousands)

PROJECT: ALLOWANCE FOR QUARTERS TO SURVIVING DEPENDENTS

FY 1995 Actual	\$485
FY 1996 Estimate	\$200
FY 1997 Estimate	\$200

PART I - PURPOSE AND SCOPE

Under the provisions of Public Law 99-227, 12 December 1985, dependents of a member who dies in the line of duty, and whose dependents are not occupying a housing facility under the jurisdiction of a uniformed service on the date of the member's death or are occupying such housing on a rental basis on such date, or whose dependents vacate such housing sooner than 90 days after the date of the member's death, are paid the same amount of allowance for quarters that would be payable to the member had they not died. The payment terminates 90 days after the date of the member's death.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from current experience.

	FY 1995 Actual	FY 1996 Estimate	FY 1997 Estimate
Officer	\$121	\$50	\$50
Enlisted	364	150	150
TOTAL	\$485	\$200	\$200

(Amount in Thousands)

PROJECT: CIVILIAN COMMUNITY CORPS

FY 1995 Actual	\$50
FY 1996 Estimate	\$50
FY 1997 Estimate	\$50

PART I - PURPOSE AND SCOPE

The National and Community Act of 1990, subsection 162(a) (2) (C), requires the Department of Defense to reimburse the Corporation for National Service/Civilian Community Corps (CCC) for fifty percent of the supplemental salary for CCC cadre members who are receiving military retirement pay. The supplemental salary is the difference between the active duty pay and allowances the member would receive if ordered to active duty and the amount of the member's retired pay.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on estimates from the Corporation for National Service/Civilian Community Corps.

	FY 1995 Actual	FY 1996 Estimate	FY 1997 Estimate
Officer	\$50	\$50	\$50
Enlisted	0	0	0
TOTAL	\$50	\$50	\$50

SECTION 5

SPECIAL ANALYSIS

DEPARTMENT OF THE AIR FORCE
MILITARY PERSONNEL ASSIGNED OUTSIDE THE DOD (END STRENGTH)

ASSIGNED OUTSIDE DOD:	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>Nonreimbursable Personnel:</u>									
Exec Office of the President/ONDCPM/White House	11	12	23	10	11	21	9	11	20
Vice President's Office	2	4	6	3	4	7	2	3	5
State Department	15	0	15	18	0	18	16	0	16
Energy Department	10	0	10	11	0	11	9	0	9
National Oceanic & Atmospheric Administration	5	0	5	5	0	5	2	0	2
UN Truce Supervision Agency	3	0	3	3	0	3	3	0	3
Drug Enforcement Administration	1	6	7	2	8	10	2	6	8
Immigration & Naturalization Service	6	4	10	0	2	2	0	0	0
US Coast Guard	1	1	2	1	1	2	1	0	1
US Customs Service	0	1	1	1	0	1	1	0	1
National Security Council	3	0	3	3	0	3	2	0	2
Central Intelligence Agency	3	0	3	6	1	7	4	1	5
UN Iraq/Kuwait Observation Mission	2	0	2	2	0	2	2	0	2
UN Mission for Referendum in W Sahara (MINURSO)	3	0	3	3	0	3	3	0	3
Selective Service System	1	0	1	1	0	1	0	1	1
United Nations, NY & USMOG - Washington	4	0	4	2	0	2	2	0	2
SUBTOTAL - Nonreimbursable Personnel	70	28	98	71	27	98	58	22	80
<u>Reimbursable Personnel:</u>									
Office of Science & Technology Policy	1	0	1	1	0	1	1	0	1
National Security Council	1	0	1	1	0	1	1	0	1
Central Intelligence Agency	10	2	12	8	1	9	8	1	9
Arms Control & Disarmament Agency	16	0	16	15	0	15	12	0	12
Department of Transportation (FAA)	19	1	20	16	1	17	13	1	14
NASA	2	0	2	2	0	2	2	0	2
SUBTOTAL - Reimbursable Personnel	49	3	52	43	2	45	37	2	39
TOTAL OUTSIDE DOD	119	31	150	114	29	143	95	24	119

**ASSIGNED TO DOD ACTIVITIES IN
SUPPORT OF NON-DOD FUNCTIONS:**

	FY 1995 Actual			FY 1996 Estimate			FY 1997 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
NASA	2	10	12	2	10	12	2	10	12
Foreign Military Sales	456	780	1236	412	531	943	340	671	1011
SUBTOTAL - Non-DOD Functions	458	790	1248	414	541	955	342	681	1023

**ASSIGNED TO DOD ACTIVITIES IN
SUPPORT OF DOD FUNCTIONS:**

DEFENSE BUSINESS OPERATIONS FUND (DBOF):

Central Design Activities (Info Services)	0	0	0	0	0	0	248	836	1084
DBOF-T Airlift Transportation	1638	15537	17175	0	0	0	0	0	0
DBOF-T HQ US TRANSCOM	95	45	140	95	45	140	95	45	140
DBOF-T Military Traffic Management Command (MTMC)	33	3	36	27	0	27	27	0	27
DBOF-T Defense Courier Service (DCS)	0	0	0	13	124	137	13	124	137
Defense Commissary Agency (DeCa)	9	185	194	5	2	7	5	2	7
Defense Finance & Accounting Service (DFAS)	45	941	986	40	926	966	39	902	941
Defense Information Systems Agency (DISA)	46	356	402	30	113	143	9	68	77
Defense Logistics Agency (DLA)	165	56	221	167	44	211	160	40	200
Depot Maintenance Business Area	157	262	419	149	262	411	149	262	411
Joint Logistics Systems Center	5	4	9	6	3	9	6	3	9
Supply Management Business Area	51	10	61	50	22	72	50	22	72
SUBTOTAL - DBOF	2244	17399	19643	582	1541	2123	801	2304	3105

TOTAL REIMBURSABLE PROGRAM

TOTAL - Reimbursable	2751	18192	20943	1039	2084	3123	1180	2987	4167
TOTAL - Nonreimbursable	70	28	98	71	27	98	58	22	80
GRANDTOTAL	2821	18220	21041	1110	2111	3221	1238	3009	4247

REIMBURSABLE PROGRAM

DEPARTMENT OF THE AIR FORCE

(\$ IN THOUSANDS)

	<u>FY 1995 Actual</u>	<u>FY 1996 Estimate</u>	<u>FY 1997 Estimate</u>
<u>NON-STRENGTH RELATED:</u>			
MEDICAL	\$7,082	\$7,252	\$7,477
FOREIGN MILITARY SALES	25,281	10,837	11,173
OTHER NON-STRENGTH Miscellaneous Surcharge	4,327	4,431	4,542
SUBTOTAL	\$36,690	\$22,520	\$23,192
<u>STRENGTH RELATED:</u>			
OFFICER - Basic Pay	\$108,960	\$62,885	\$69,045
- Other Pay and Allowances	26,275	8,452	9,215
ENLISTED - Basic Pay	267,967	50,713	56,349
- Other Pay and Allowances	59,834	7,501	42,046
RETIRED PAY ACCRUAL			
- Officer	38,681	20,689	22,509
- Enlisted	95,128	16,685	18,370
PCS TRAVEL	31,924	2,545	2,624
SUBTOTAL	\$628,769	\$169,470	\$220,158
TOTAL PROGRAM	\$665,459	\$191,990	\$243,350